



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

The Importance and Limits of Policy In Combating Sexual Harassment on Campus and Everywhere

The South African Experience

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National Interventions: Recognition & Ideas

- **Recognition of History of Violence**

- -- **Constitutional Preamble**

‘We the people, recognize the injustice of the past, honour those who suffered for justice and freedom, respect those who have worked to build and develop our country, believe that South Africa belongs to all who live in it ...

- **Key National Ideologies**

- - Rainbow Nation Idea

- - African Renaissance

National Interventions: Constitutional

- **Founding Provisions**

- Human dignity, non-racialism, non-sexism, rule of law ...

- **Constitutional Chapter Nine Institutions**

- - Public Protector

- - Human Rights Commission

- - Language and Religious Rights Commission

- - Gender Commission

- - Auditor General

Key Stats/Points as in 2016

- Population 53 million, 40% Youth (age 15-34) and rising
- Youth Constitute 70% of the Unemployed [Unemployment rate 25%]
- 33% of Youth in NEET Category
- Youth Constitute Majority of Victims and Perpetrators of Crime
- 25 Public Universities, Comprehensive, National and Universities of Technology
- Most have Sexual Harassment Policies for Staff and Students [covering assault and rape]
- SA University System has One Million Students and about 20K staff
- Participation and Pass Rates still Racially Skewed
- Top 5 SA Universities Ranked by QS and THE

National Trends and Statistics



Documentary on USA Universities [2015]



UP Policy Framework

- UP 2025 Strategy
- Annual Institutional Plans
- Annual Transformation Plans
- Code of Conduct for Handling Sexual Harassment for nearly a Decade
- Student Code of Conduct
- Code of Conduct Applicable to Personal Relationships Between Employees and Students
- Whistle Blowing Policy
- Anti-Discrimination Policy Resource Pack

UP Support and Implementing Structures

Student Health Services

Student Counselling Unit

Unit for Students with Disability Unit

Employment Equity Office

UP Residence Leadership Academy

UP Triple L Programme [Listening, Living, Learning + Legacy]

UP Support and Implementing Structures [Continued]

Centre for Sexualities, AIDS and Gender

South African Depression and Anxiety Group

Steve Biko Hospital Thuthuzela Centre

Commission for Gender Equality

Transformation Office

Departmental and Faculty Transformation Committees

Institutional Transformation Committee

#SpeakOutUP

Impact and Lessons [17 May 2017]



Impact and Lessons



Some Impact and Lessons

- #AreWeSafe Campaign of Students
- #RUReferenceList Protests
- Intersections: Race, Gender, Class #FeesMustFall
- Gender Violence Targets the Most Vulnerable
- Gross Under Reporting
- Mistrust of University and Criminal Justice System
- Need to leverage NGO expertise
- Need to Link Reputation to Campus Safety
- Gender based Justice/Non-Violence is Central to Academic Project
- Policies should be reviewed bi-annually or even annually