



SEXUAL HARASSMENT POLICY AT THE UNIVERSITY OF NAIROBI

CAMPUS CLIMATE SYMPOSIUM
PROMOTING POLICIES TO REDUCE SEXUAL
HARASSMENT AND SEXUAL VIOLENCE

25TH – 27TH JULY 2017
SALY, SENEGAL



A view of the University of Nairobi Main Campus





Background



- * UON was established in 1956 as a College of University of Eastern Africa
- * Has a student population of over 80,000 under and post graduate students
- * Post graduates are 18% of this population
- * Two categories of students – government sponsored (23,000) and the rest being self sponsored students.
- * Administered in 6 colleges based on disciplines-



- * College of Agriculture and Veterinary Sciences
- * College of Architecture and Engineering
- * College of Biological and Physical Sciences
- * College of Education and External Studies
- * College of Health Sciences
- * College of Humanities and Social Sciences



Gender Policy

- * The University has a gender mainstreaming policy which was developed in 2008 and revised in 2015
- * The policy was developed in line with the relevant national laws as well as with the administrative and disciplinary processes within the University
 - Sexual Offences Act (2006)
 - National Gender and Equality Commission/Act ()



Sexual harassment is a criminal offence in Kenya:

SOA, S.23(1)

- * “Any person who being in a position of authority, or holding a public office, who persistently makes any sexual advances or requests which he or she knows, or has reasonable grounds to know, are unwelcome, is guilty of the offence of sexual harassment and shall be liable to imprisonment for a term of not less than three years or to a fine of not less than one hundred thousand shillings or both”



- * The policy covers gender equality in all aspects of university life
- * Includes;
 - gender balance in recruiting, training and promotion of staff,
 - developing gender sensitive curriculums and,
 - having a working and learning environment safe for all.



Clause 4.10 – Sexual Harassment



The policy defines sexual harassment as:

- * Any unwelcome acts of sexual nature that cause discomfort to the targeted person and may include words, persistent requests for sexual favours, gestures, touch, suggestions, coerced sexual intercourse and rape.



- * In the policy, sexual harassment is considered as a form of gender violence
- * Policy undertakes to put in place measures designed to eliminate sexual harassment and all forms of gender based violence including developing rules to protect staff and students from sexual harassment (para. 4.10)



Implementation of the Policy



- * Implementation is infused with the disciplinary process of the University
- * Colleges are responsible for student and junior staff disciplinary cases
- * Cases involving academic staff members are handled at the Central level chaired by the VC or relevant DVC.



Handling of GV or SH Cases



- * Treating SH cases with confidentiality – through the Dean of students
- * Gender mainstreaming committees at central and college level
- * Criminalizing the acts where necessary – severe cases e.g. rape are reported to police and culprits are charged under the relevant laws (SOA)



Other measures to prevent GV and SH



- * Sensitization of staff and students - orientation
- * Students Handbook on conduct within University
- * Separate halls of residence for men and women
- * No cohabitation of men and women in halls
- * Limiting visitation hours in the halls – “10 to 10 rule”
- * Flood lighting all pathways to ensure safety of students around the lecture theatres and residential areas



Responsibility



Overall responsibility being the Vice Chancellor

Day to day operationalization

- * Deputy Vice Chancellor – Student Affairs
- * Director, Student Welfare Authority
- * Dean of Students
- * Student Leadership – SONU – Secretary Gender