



KENYATTA UNIVERSITY

STOP SEXUAL HARASSMENT

respect – ask – listen

DEFINITION OF TERMS

- Rape:** Crime committed where one person (offender) forces another person (victim) to have sexual intercourse or perform sexual acts against the victim's consent.
- Gang Rape:** Refers to a criminal act whereby a single person is subjected to a sexual act by more than one perpetrator at ago.
- Defilement:** Refers to an act where an adult perpetrator performs a sexual act to a minor /person below 18 years of age.
- Sexual Harassment:** This is the making of unwanted sexual advances and/ or use of obscene remarks, request for sexual favor and other physical conduct of a sexual nature.
- Zero-tolerance:** Total unacceptance of sexual harassment in the university setting leading to total eradication of the ordeals.
- Sexual Offender:** A person who sexually forces themselves onto another person forcing that individual to perform a sex act with him/her but against this person's will.
- Rape Victim:** A person who is forced to have sexual intercourse with another person against their consent.
- Sodomy:** In the context, it refers to forced anal and/or oral sex intercourse and commonly happens to men and can, to women too.
- Survivor:** A person who has been a victim of sexual harassment/rape and may have sought medical help and counselling or not but is living with the aftermath effects of the ordeal.
- Post-rape care:** The care provided to a rape victim that includes medical attention, counseling and follow up and legal action where needed.
- Confidential information:** This is any type of information provided pertaining a sexual harassment case in confidentiality either through the hotline, anonymous letter writing or individual reporting.
- Staff:** Any person officially employed by the university, whether teaching or non-teaching and this includes casuals as well.
- Student:** Any person who has officially enrolled for studies in the university.
- SSG (Self Support Groups):** These are groups of people with a common problem coming together to discuss the trauma they have been through and help each other cope with the aftermath symptoms of the ordeal in a healthy manner.

Types of sexual harassment

1. Sending or receiving nude pictures or pictures of people engaged in a sexual act.
2. Non-consensual touching of another person's body and importantly private parts.
3. Use of vulgar language intended to seduce another into a sexual act.
4. Deliberate blackmail by one person to another demanding a sexual act for a service to be provided.
5. Rubbing oneself against another's body without the other person's consent.
Possible sex offenders: **ANYONE CAN BE A PERPETRATOR HENCE DON'T BE TOO TRUSTING.**

What to do to avoid being a possible target

1. Avoid visiting lecturer's office alone for consultation after office hours.
2. Avoid meeting up with a lecturer or any member of staff or student that you don't know well alone outside campus. If you have to, always bring a friend with you and inform someone of your whereabouts.
3. When going out, always ensure that someone knows where you are going, who you will be with and when to expect you back.
4. Do not be too trusting. Be cautious when giving directions to strangers.
5. Trust your instincts. If you feel pressured or threatened in any way do not hesitate to say what you feel or leave if necessary.
6. Do not worry about being polite. Use strong non-verbal techniques to reinforce what you are saying such as pushing away, not smiling and using firm voice.
7. Carry a friend's phone number on a piece of paper with you to call if you need help.
8. Avoid walking in dim-lit areas and taking shortcut, mostly at night.
9. Avoid dangerous locations on and off main campus.
10. Always walk with a friend at night even when leaving library and hostel.
11. Avoid substance abuse at all cost.
12. If you must attend a party, avoid excessive consumption of alcohol.
13. Never leave your drink unattended. In case you do, always ask for a new one or request that it be opened in front of you.
14. Avoid online relationships as these relationships can be abused.

What to do in case you are attacked

1. Scream as loud as you can, calling for help.
2. Fight off your attacker with everything you can reach including nails, keys and shoes.
3. When you manage to get free, run as fast as you can and get to a safe place and report the incident to the security officer.
4. Stay away from the person abusing you even it means blocking his his/her phone number.
5. When over powered, try to talk to the offender to use a condom.

What to do in case you are raped

1. Call a trusted friend/guardian/parent immediately/call the hotline number directly, report and seek assistance
2. Make your way to the health unit and report to the doctor on duty. If outside campus, make your way to the nearest health facility.
3. Report the incident to the security officer.
4. Report the incident to the Centre for Gender Equity and Empowerment Office.
5. Get psychosocial help from the Counsellors at the Directorate of Wellness situated at the Student Business Centre.
6. Do not take a shower or remove the clothing worn during the occurrence of the ordeal so as to preserve evidence.
7. In the case where the removal of the clothing has been done, place these clothes in a clean brown paper bag and store in a dry place away from direct sunlight. **NEVER PUT CLOTHES IN A PLASTIC BAG BECAUSE IT DESTROYS EVIDENCE.**
8. Where possible note down the time of the offence and place it happened.

NB: REMEMBER IT'S NOT YOUR FAULT AND IF YOU FAIL TO REPORT, THE PERPETRATOR WILL DO SO TO SOMEONE ELSE

Where to seek help

1. At the health unit.
2. Visit a counsellor's office at the Student Business Centre, 1st floor Room 130 and report the incident.
3. Report to the security office.

4. Report to the Center for Gender Equity and Empowerment directorate complex, Room 206.

Importance of Seeking Medical Attention/ help within 72 hours after abuse.

1. To prevent HIV/AIDS transmission.
2. To prevent unwanted pregnancy.
3. To reduce physical pain.
4. To obtain medical report and evidence that will assist during investigations.
5. For psychological support.

Action against the offender

Staff to Staff

The university will handle the case of a staff member being harassed by a fellow colleague when on the university premises or out on an official duty.

1. The alleged offender will be reported to the Vice Chancellor immediately.
2. The offender will be suspended from work awaiting appearance before the disciplinary committee.
3. Once proven guilty, further legal action will be taken in line with the sexual harassment and Gender Based Violence policy of the university.

Student Offenders

1. The alleged offender will be reported to the Vice Chancellor immediately through the office of Director, Centre for Gender Equity and Empowerment.
2. The student will be suspended from the academic session awaiting appearance before the Sexual Harassment disciplinary committee.
3. Once proven guilty, the student will be expelled from the university.

Critical Information

1. Centre for Gender Equity & Empowerment

director-gender@ku.ac.ke

Telephone: 0798 416091

Ext: 020 870 4333/ 020 870 4334/ 020 870 4335

2. Kenyatta University

Health Unit

Main Campus - 020 250 3836 / 020 250 3838 (FREE SERVICES 24/7)

3. Confidential Advisor Hotline Number

0798 416091

4. Security Hotline Numbers

0725 471487

5. National Hotline Number

1195

NB: OR THE SECURITY NUMBERS IN YOUR RESPECTIVE SATTELITE CAMPUS

We as the university are committed to the welfare of our students and staff members and will ensure that everyone is equally protected and served.

Guiding Principles

1. Provide insight on this endemic.
2. Provide information on what it entails.
3. Recognizing that the endemic is real and can be dealt with.
4. Equal provision of services to the staff and students.

Guiding Values

1. Confidentiality
2. Prompt response
3. Respect
4. Empathy
5. Understanding
6. Dignity
7. Non-discrimination
8. Equality