

UNIVERSITY OF ESWATINI



SEXUAL HARASSMENT POLICY

BY:

STUDENT AFFAIRS



UNIVERSITY OF ESWATINI

SEXUAL HARASEMENT

DEFINATIONS

1. Harassment

Harassment is any uninvited, unwanted, and unacceptable behaviour or act of violence and abuse towards self and others. Behaviour or act may refer to any physical, emotional, psychological, spiritual, mental and sexual move that poses a threat to the person to whom it is directed.

2. Sexual Harassment

For the University of Eswatini Sexual Harassment or sexual assault is any uninvited, unwanted, unsolicited and unacceptable move or behaviour with a sexual orientation. That refers to any offensive verbal and non-verbal objectionable advances, whistles, shouts and comments, physical contact, and gestures, suggestive of a sexual desire or request or demand for sexual favour, or forced sexual intercourse or rape. This includes any such behaviour that causes discomfort and/or humiliation, and creates a threatening and intimidating study or work environment, which is interfering with the academic or work performance of the person to whom it is directed.

3. Note the following

- The most common form of harassment in the campuses is sexual.
- This practise is not limited to males towards females, but some females do sexually violate males.
- All forms of harassing behaviours are belittling and quite challenging to everyone's individual right of consent, and freedom of choice.
- Sexual harassment may have devastating effects such as:



- Lasting anger, frustration and trauma
 - Hatred for opposite sex or same sex
 - In-take and abuse of drugs and alcohol.
 - Murder and/or suicide
 - Crime-orientation
 - Violence
 - Infections and sexually transmitted diseases e.g
AIDS
 - Family and psychological break-down.
 - Feeling of worthlessness and low self-esteem.
 - Many others.
- Sexual harassment can be destructive, and can poison a free and conducive learning and work environment.

4. Warning!

- Please be careful, it is typically people in positions of power and/or authority who will take advantage and make sexual initiatives - the powerless will be promised a favour or benefit in kind, money, marks, promotion and others.
- Sexual harassment may involve people of same sex or opposite sex.
- You may be threatened or coerced to give in - know what to do.



The University of Eswatini Sexual

Harassment Policy

1. Statements of Policy

- The University of Eswatini shall not tolerate, and in fact, strongly condemns any form of sexual harassment of both students and staff, in or out of campus.
- Sexual harassment violates fundamental rights, personal dignity and personal integrity
- Sexual harassment of any form is considered a serious matter at the UNESWA
- All members of the institution must discourage sexual harassment by all possible means.
- Experiences of the nature of sexual harassment must be reported accordingly.
- Any member of the University found guilty of harassment - towards another student, member of staff or faculty, will be subject to disciplinary procedures and subsequent penalties ranging from a letter of warning or reprimand to suspension or dismissal from the University.
- All cases of Sexual harassment shall be fully investigated before action can be taken against the alleged perpetrator

2. Reporting structures

- Sexual harassment cases must be first reported to the Royal Eswatini Police and the Dean of Student Affairs.
- Victims and perpetrators must see the counsellor and the campus clinic nurses and/or doctor for counselling and treatment.
- The procedures outlined in the Regulations for Student Discipline must be used when lodging a complaint of sexual harassment.
- Report threats of reprisals to one of the following:-
 - Dean of Student Affairs
 - The Counselling Office
 - Wardens



- Chief Security Officer

3. Confidentiality

- People seeking the help of relevant officials of the UNESWA in this matter are assured of confidentiality.
- Any information reported to, and shared with a staff member will be held in the strictest confidence, unless the victim is in danger, or is a danger to himself or others. If parties, the client shall have to give consent
- During sexual offense cases, the disciplinary procedures will be guided by the principle of natural justice, and innocence until proven guilty

4. Medical Attention

- Students experiencing sexual assault on campus should report this and receive preliminary medical attention from the campus clinic (notwithstanding that evidence shall not be tempered with), before they are referred to the Royal Eswatini Police to make a formal complaint.
- Do not hesitate to alert the campus security officers who should assist you when you are laying charges against the offender.

5. General Statement of Options

A student who is sexually assaulted may exercise one of the following reporting options:

- Report the sexual assault to the University Security authority
- Report the sexual assault to the Dean of Student Affairs
- Report the sexual assault to the Wardens and Campus Nurse
- seek counselling from the Student Counsellor

The complainant may be given an option to:

- talk to the perpetrator/offender through the Dean of Student Affairs or his assistant
- lay charges
- seek the help of the student counsellor



This policy shall at all times be used in conjunction with the Regulations for Student Discipline in so far as the offense committed is between students.

Where a staff member is involved, the office of the Registrar and the Vice Chancellor shall take the necessary action.

Where a member of staff may be the alleged perpetrator against a student, the Dean of Student Affairs may arrange with the Registrar to talk with the cited individual.

6. Human Rights

- Students and Staff at the UNESWA have a right to learn and work in an environment free from sexual assault
- The University of Eswatini guarantees protection of the rights of both students and staff against violation through sexual harassment.
- Reported cases of sexual harassment shall be handled with the urgency they deserve.

7. Be Responsible

- Do not ignore a sexual harassment act.
- Be direct and tell perpetrator clearly how much unacceptable you find their behaviour
- Report this matter immediately and find help and support from a relevant persons(s)
- Keep a diary of offensive events and/or incidents. This diary will include dates, times, names and details of sexual harassment acts
- You need to be informed on your rights and options and procedures as set out in the sexual harassment policy.
- You are not obliged to file a formal complaint.

*Let us all make UNESWA
a safe place for
all to enjoy!*

