

## What if I am afraid to be victimized?

It shall be a fundamental principle of the Sexual Harassment Policy and Procedures that, wherever possible, the utmost confidentiality, in respect of both the Complainant and the alleged offender, is maintained throughout any investigation and/or proceedings.

## Do you still have questions?

Read The NDU Sexual Harassment Policy, NDU Human Resource Manual. At national level, The Constitution of the Republic of Uganda (1995) as amended; The Employment Act (2006) the Employment (Sexual Harassment) Regulations, (2012) The Penal Code Act (Cap 120) (As Amended) The National Gender-Based Violence Policy (2017); The Domestic Violence Act (2010) The National Development Plan (NDPII) The Uganda Public Service Standing Orders (2010) The Code of Conduct and Ethics for Uganda Public Service (2005). The Uganda Gender Policy (2007). The international instruments include: The Convention on Elimination of All Forms of Discrimination Against Women (CEDAW, 1979). The Beijing Declaration and Platform for Action (1995) and its follow up recommendations (2000, 2005, 2010)



# REPORT NOW!

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GOVERNMENT OF UGANDA



MINISTRY OF EDUCATION UGANDA AND SPORTS



# SEXUAL HARASSMENT POLICY

ALL YOUR QUESTIONS?  
ALL YOUR ANSWERS!

**A pocket guide:**  
Sexual Harassment Policy and Procedure

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## What is sexual harassment?

At Ndejje University, and in terms of the Sexual Harassment Policy and Procedure, Sexual harassment is defined as an unwanted conduct of sexual nature. The unwanted nature distinguishes it from the behavior that is welcomed and mutual

## Who does the Policy apply to?

The Sexual Harassment Policy and Procedures applies to all staff, students and people who have dealings with Ndejje University

## What are the effects of sexual harassment at Ndejje University?

Sexual harassment creates an intimidating, offensive and/ or hostile working and study environment. Acts of sexual harassment undermine trust and mutual respect, which are required for University staff to achieve their educational mission and for students to achieve their highest potential.

## What are the Forms of Sexual harassment?

Sexual harassment creates an intimidating, offensive and/ or hostile working and study environment. Acts of sexual harassment undermine trust and mutual respect, which are required for University staff to achieve their educational mission and for students to achieve their highest potential.

### PHYSICAL CONTACT OR CONDUCT OF ANY KIND,

including flirtations, unnecessary touching; sexually suggestive approaches; persistently staring at a person's body; compromising invitations or presents; requests or demands for sexual favours; displays of sexually suggestive or degrading pictures or objects;

- **VERBAL HARASSMENT** of sexual nature refers to any unwanted, unsolicited and/or derogatory statements or sexually discriminatory remarks or sex related jokes, insults or references which are offensive or objectionable to the victims, causing discomfort or humiliation;

- **NON-VERBAL HARASSMENT:** unwelcome gesture, indecent exposure, display of insulting/ intimidating or sexually explicit pictures, objects, written, recorded or electronically transmitted messages via email/ internet material or instant messages or inappropriate cell phoneSMSes (text messages).

any of the above conduct or other offensive conducts directed at individuals because of their race, colour, ethnic origin, marital status, gender, sexual orientation, religion, political opinion, physical or mental disability, HIV status, or pregnancy is prohibited.



**QUID PRO QUO HARASSMENT** relates to when the Employer/ Supervisor and/or members of Management undertakes to influence any process (for example recruitment/ promotion/ salary) in exchange for sexual favours.

## What is Sexual Favoritism?

Sexual favouritism occurs when a person in authority rewards only those members of staff who respond to sexual advances and deprives others who do not respond to sexual favours.

## Are staff and student Relationships permitted?

The University advises against sexual relationships of staff members with their own students.

## HOW DO I KNOW IF THE CONDUCT OF SEXUAL NATURE CONSTITUTES SEXUAL HARASSMENT?

- If the behaviour is persistent, although a single incident of harassment can also constitute harassment;
- If the victim has made it known to the perpetrator that he/she finds the conduct offensive;
- Or if the perpetrator should have reasonably realized that the conduct is regarded as unacceptable, taking into account the respective positions of the parties in the place of the employment, the nature of their employment relationship and the nature of the place of employment.

## Who do I report acts of sexual harassment to?

An employee or student who believes that he / she has been subjected to sexual harassment or believes the sexual harassment policy has been violated can lodge an informal or formal complaint to the Industrial Relation office (IR), Human Resources directorate or Dean of Students

## Contact details for Staff:

### University Chaplaincy

Rev. Juliet Nabatanzi  
Deputy University Chaplain  
0777523044  
nabatanzijuliet@gmail.com  
NDU Chaplaincy Office

### Dean of Students:

Mr Wilfred Kato Muhumuza  
Dean of Students  
0772447402  
wilfredmuhumuza1@gmail.com  
Block 9 Lady Irene campus  
Block B Kampala Campus

### University Counsellor:

Ms Harriet Nyorozi  
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NDU Health Center Main  
Campus  
NDU Health Center Kampala  
Campus

## Contact Details for Students:

### Peer Education and Member of TWC

### Ms. Marcelina Asingwire

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Main Campus

### Kamukama Oscar

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