



Fogarty International Center
Advancing Science for Global Health



HEPI-TUITAH

GRANT No: R25TW011210

SHarPResT



Topic 2

Sexual Harassment policy

Policy context, statement and goal

Policy context

- The MUST Sexual Harassment policy was first approved as part of the MUST Human Resource Manual 2010. This limited access by students
- Sexual Harassment was underreported due to stigma and lack of sufficient evidence for case conclusion
- A stand-alone **SH** policy for staff and students (extracted from the HR Manual)

Note: *The revised HR Manual (2018) still has the SH Policy as an appendix*

Policy statement

- MUST strives to be an equal opportunity, affirmative action institution that operates in compliance with applicable laws and regulations. The focus of this policy is to prohibit any form of discriminatory harassment including sexual harassment, dating violence, rape, defilement, sexual assault, sexual exploitation and stalking. The focus, therefore, is on the prevention and management of sexual harassment in MUST.
- The University will effectively respond to reports of sexual harassment and associated discriminatory conduct to resolve complaints through preventive, corrective and disciplinary measures to all those who violate this policy.

Policy statement cont'd

- The University prohibits retaliation against a member of the MUST community for filing a complaint, assisting in the filing of a complaint and/or participating in the resolution of a complaint. Retaliation includes, but is not limited to threats, intimidation, and/or adverse actions related to employment or education.
- This policy is intended to combat sexual abuse and harassment and shall not limit academic freedom or the principles of free inquiry. The policy is not intended to restrict teaching methods, freedom of expression, or social contact nor will it be permitted to do so.



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Policy statement cont'd

- Sexual harassment is neither a legally protected expression nor the proper exercise of academic choice. On the contrary, sexual harassment compromises the Institution's integrity as well as its traditional intellectual freedom. The exercise of the right to academic freedom is therefore subject to protection from conduct that constitutes sexual harassment.



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Policy Goal

- *“Promote social integrity for a healthy, productive and motivated labour force and student population in Mbarara University of Science and Technology.”*

Objective 1

- *To sensitize and enhance the awareness of the MUST community about the evils of sexual harassment, and in so doing engendering a sense of social responsibility and zero-tolerance to such behaviour in the work and study place*

Objective 1 Strategic Actions

- Adopting and implementing the Policy and Guidelines to Sexual Harassment Prevention.
- Establishing the Anti-Sexual Harassment Committees to handle complaints of sexual harassment.
- Launching sensitisation programmes and advocacy for education about sexual harassment for students and staff at all levels of the University.



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Objective 2

- To provide a basis of establishing an institutional framework that encourages victims of sexual harassment to exercise their right, maintain their dignity and reject the pressures of sexual harassment.*

Objective 2 Strategic Actions

- Equipping members of the MUST community with skills and mechanisms to defend themselves against sexual harassment.
- Encouraging members of the MUST community to report cases of sexual harassment by guaranteeing protection of informants and witnesses (includes whistle blowers and information received in the suggestion box)
- Ensuring confidentiality of cases to the degree that it is possible by the anti-sexual harassment committee



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Objective 3

- To guide the action in eliminating sexual harassment at MUST and execute corrective measures as is necessary, including disciplinary action where appropriate.*



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Objective 3 Strategic Actions

- Integrating sexual harassment into the curriculum of the service course for all students
- Establishing a gender-responsive monitoring and evaluation framework for the prevention of sexual harassment.
- Promoting action-based research that highlights the root causes and complexities of sexual harassment and subsequently cultivate a culture that is responsive to diversities.



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Objective 4

- *To provide a reference point for sexual harassment cases for subsequent institutional action and decision making*



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Objective 4 Strategic Actions

- Documenting sexual harassment cases for proper record and archiving purposes
- Orientation of managers in aspects provided for in the policy for guided decision making



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*Please channel your questions to the
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