

UNIVERSITY OF DAR ES SALAAM

ANTI-SEXUAL HARASSMENT POLICY [2006]

Revised Edition (2024)

University of Dar es Salaam
UDSM Gender Desk
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DAR ES SALAAM

UDSM Anti-Sexual Harassment Policy [2006]

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Name of the Policy	Anti-Sexual Harassment Policy (2006)
Description of Guidelines	The policy is set to provide a framework for prevention, responses, reporting, implementation and monitoring of Sexual Harassment strategies at UDSM
Policy applies to	University wide and relevant stakeholders of UDSM
Status	Revised
Description of revision	The revised policy incorporates changes which have occurred at UDSM and in the country.
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Foreword

UDSM's Declaration on Academic Freedom and Social Responsibility of Academics, commits the University to provide: (i) Access to education on equal and equitable basis; (ii) Prepare individuals to strive for full participation in the emancipation of the human person and society from oppression, domination, and subjugation; and further, (iii) Enable all its members to overcome prejudices related to sex, race, nation, ethnicity, religion, class and culture. With this in mind, the UDSM will take all possible measures to eliminate sexual harassment within and around its environs and respond with all fairness and swift effective action to each incidence of this nature that is reported or revealed within its stakeholders.

This second review of the Anti-Sexual Harassment Policy of 2006 intended to accommodate the changes in the learning and living environment of UDSM and to give ownership of the processes for elimination of sexual harassment to UDSM's valuable primary and secondary stakeholders, as well as all persons who in one way or the other relate with the University.

It is my expectation that through this policy and related instruments and structures, UDSM will maintain its reputation as a secure and gender-responsive academic environment where primary and secondary stakeholders interact with trust and respect to all individuals who make up what the University strives to be … *a humane and gender-sensitive environment*.

Prof William A.L Anangisye
Vice Chancellor

Abbreviations and Acronyms

CEDAW	-	Convention on the Elimination of all Forms of Discrimination against Women
DARUSO	-	Dar es Salaam University Student Association
DHRA	-	Directorate of Human Resources and Administration
DVC - PFA	-	Deputy Vice Chancellor – Planning, Finance and Administration
GBV	-	Gender-based Violence
GD	-	Gender Desk
GFP	-	Gender Focal Points
IGS	-	Institute of Gender Studies
IMS	-	Institute of Marine Sciences – Zanzibar
M&E	-	Monitoring and Evaluation
MCHAS	-	Mbeya College for Health and Applied Sciences
SADC	-	Southern African Development Community
SEAH	-	Sexual Exploitation, Abuse and Harassment
SJMC	-	School of Journalism and Mass Communication
SoAF	-	School of Aquatic Sciences and Fisheries Technology – Kunduchi
UDSM	-	University of Dar es Salaam
UDSM-MRI	–	University of Dar es Salaam Mineral Resources Institute
URT	-	United Republic of Tanzania

CHAPTER ONE: OVERVIEW, POLICY ENVIRONMENT AND RATIONALE

1.1 Overview

The University of Dar es Salaam (UDSM) is the oldest public university in Tanzania which was established in 1961. Since, it has grown in terms of its physical infrastructure, students' enrolment, academic units, and programmes. In 1970, the University of Dar es Salaam became a fully-fledged and independent University through the enactment of the University of Dar es Salaam Act No.12 of 1970, which was later repealed and replaced by the Universities Act, Cap. 346 of the Laws of Tanzania. Currently, the University is operating in accordance with the University of Dar es Salaam Charter of 2007 which is a legal instrument established under the Universities Act, and other enabling legal instruments of the constituent colleges.

The principal activities of the UDSM are provided under Article 4 of the University of Dar es Salaam Charter, 2007. These are generally described as: to advance learning and knowledge by teaching, research, consultancy and service to the Society through a range of specializations in the social sciences, arts and humanities, education, law, natural and allied sciences, engineering, mining, agriculture, fisheries, health, information and communications technology.

The University of Dar es Salaam has for a long time realized that Sexual Harassment is a complex issue, with many facets and which have been experienced in various ways. Its prevalence has committed the University to ensure that it puts in place mechanisms and processes that address it. The aim is to cultivate an ethical and harassment free teaching and learning environment where all members, and those with whom they interact are free to pursue their academic and related endeavours. This commitment is reflected in UDSM's core values as enshrined in the University's Charter of 1961 noted hereunder;

UDSM core values

(i) Equity and social justice by ensuring equal opportunity and non-discrimination on the basis of personal, ethnic, religious, gender and other social characteristics.

(ii) Professional and ethical standards by upholding highest professional standards and ethical behaviour, and through openness, honesty, tolerance and respect for the individual in all disciplines

(iii) Social responsibility by promoting an awareness of, and providing leadership to respond to the issues and problems facing society with a view to ultimately solving and alleviating them.

1.2 Rationale for the review

The legal and regulatory environment within which the UDSM operates, makes it imperative for the institution to continuously take measures to prevent sexual harassment, as well as to take corrective measures which will deter potential perpetrators from acts of harassment. This led the UDSM to develop the Anti-sexual Harassment Policy in 2006, which was reviewed in 2018. Under the UDSM Gender Policy (2006, reviewed in 2021), mechanisms to address sexual harassment were taken. These included identification of support offices within the UDSM Institute for Gender Studies; Unit level Gender Focal Points (GFP) in all academic and administrative units in 2012 and a Gender Desk (GD) in 2022 one of whose key responsibilities were to sensitize on sexual harassment and respond to acts of sexual harassment. These commitments have enabled the UDSM to realize the following:

i) Carry out sensitization efforts about sexual harassment and sextortion among students and staff. Anti-sexual harassment is a standing agenda during 1st year orientation programmes and student leadership programmes.

ii) Making the Anti-sexual Harassment Policy, 2006 (revised 2018) visible through the UDSM- Institute of Gender Studies (IGS) web-page.

iii) Training of students and staff on issues related to sexual harassment.

iv) Encouraging an open and on-going dialogue on sexual harassment matters.

v) Cultivating a culture of reporting on sexual harassment incidences and discouraging silence on the same.

Generally, however, the learning and living environment of UDSM stakeholders has changed, exposing its members to different or extended forms of sexual harassment. Hence, despite the positive initiatives and the presence of the UDSM Anti-sexual Harassment Policy of 2006, (Revised edition 2018) and the several instruments related to the same, an assessment of stakeholders conducted in 2022-2023 has revealed a number of issues that need to be addressed. Key among these include the following:

i) Sexual harassment incidences are still experienced at different levels and by different stakeholders of UDSM,

ii) There is inadequate comprehension of the varied and multiple ways that Sexual Harassment incidences occur,

iii) There is some degree of impunity or indifference by perpetrators towards sexual harassment,

iv) Survivors have limited capacity to ward-off offenders,

v) There is limited understanding of reporting channels,

vi) Some incidences are not reported through the required channels, and remain low- key, which has made the occurrence of sexual harassment incidences to persist,

vii) There is limited knowledge on the existence of the Anti-Sexual Harassment Policy (2006 revised in 2018),

viii) There is also some hesitation in survivors coming forward,

ix) Lack of a comprehensive data management system on sexual harassment at UDSM.

1.3 Objectives of the reviewed policy

The overall objective of this policy is to communicate in the most accessible and ethical manner about sexual harassment prevention and response at UDSM. The aim is to cultivate an ethical and harassment free teaching, learning and living environment where all members, and those with whom they interact are free to pursue their academic and related endeavours without the fear of sexual harassment.

1.3.1 Specific objectives:

Specifically, the policy intends to:

i) Promote awareness on sexual harassment, its various manifestations and the corrective responses;

ii) Establish a mechanism that encourages survivors of sexual harassment to pursue their rights;

iii) Develop the capacity among UDSM community members to maintain their dignity and protect themselves and others from the pressures of sexual harassment or sextortion;

iv) Put in place measures for acting against and eliminate sexual harassment at UDSM by committing both primary and secondary stakeholders to this policy;

v) Propose a prompt, effective handling of cases and with utmost sensitivity and fairness;

vi) Link action points for managing sexual harassment to the UDSM Guidelines for the Management of GBV and SEAH, and the UDSM Gender Desk.

1.4 Scope

This policy applies to all students, staff (academic, administrative and technical) of the UDSM campuses, including Mwl. J. Nyerere Mlimani Campus, School of Journalism and Mass Communication (SJMC), Institute of Marine Sciences (IMS)

Zanzibar, Mbeya College for Health and Applied Sciences (MCHAS), School of Aquatic Sciences and Fisheries Technology (SoAF), Kunduchi, and the UDSM Mineral Resources Institute (UDSM-MRI), Dodoma and Nzega, including other UDSM Centers and Bureaus as well as individuals or companies who have a contractual relationship with the UDSM. The policy will also bind other units of the University, which will be established during the lifespan of this policy. It is the responsibility of the UDSM management to facilitate the monitoring and evaluation of this policy.

Other stakeholders will be committed to anti- sexual harassment measures through the UDSM Guidelines for Management of Gender-based Violence (GBV) and Sexual Exploitation, Abuse and Harassment (SEAH) of 2024.

1.5 Description of common types of sexual harassment

In this policy sexual harassment shall refer to any unwanted or/and undesired act committed with sexual intention to assault a person (male or female).

1.5.1 What constitutes sexual harassment in this policy

Sexual harassment in this policy will consist of any or all but shall not be limited to the following illustrative examples:

	Description of common types of sexual harassment
i	Unwanted jokes, innuendos, noises, lewd suggestions, foul language, obscene gestures to another person, uttering unwanted sexual words in public spaces (such as obscenities, or swear words with a sexual connotation),
ii	Unwanted or uninvited physical contact which is sexual in nature such as touching hair, patting, grabbing, massaging, kisses or embraces, or deliberately brushing bodies,
iii	Unwelcome telephone calls or persistent messages soliciting for intimate relationships, or other issues,
iv	Graffiti or messages left on notice boards, desks, social media or common areas aimed at sexually molesting others,
v	Touching of a person's clothing including lifting up skirts or shirts, blouses, flicking bra or pant straps, or putting hands in a person's pocket, forcing acceptance of sex request, sexually explicit humiliating conversation;
vi	Persistent questions or insinuations about a person's private life, including persistent demand for a date even after refusal
vii	Telling lies or spreading rumours about a person's sex life with the purpose of character assassination;
viii	Displaying (to a person) of pornographic and sexually suggestive pictures and/or sexual objects;
ix	Using digital platforms (such as telephone or electronic communication means) to transmit or communicate written or illustrative messages of a

	Description of common types of sexual harassment
	sexual nature for the purpose of sexual intimidation and sextortion;
x	Indecent exposure which implies sexual harassment;
xi	Sexual acts committed in public, or in the presence of an unwilling third party
xii	Indecent curiosity such as peeping, staring inappropriately; and eavesdropping;
xiii	Sextortion which refers to the use of one's authority, undue influence or power, either explicitly or implicitly, to force or cause another to concede into unwanted sexual relations or to punish another for his or her refusal;
xiv	Intimate partner abuse of sexual harassment nature which occurs at private or public space

1.5.2 What does not constitute sexual harassment in this policy

Sexual harassment in this policy will not be taken to consist of the following:

(i) An intimate relationship of mutual and free consent between or among persons of the age 18+ and of sound mind. However, ethics and codes of conduct should be observed.

(ii) Verbal expressions or written materials that are relevant and appropriately related to course subject matter or curriculum.

1.5.3 Cultural appropriateness

To all extents, the interpretations in this policy will respect UDSM and Tanzanian cultural appropriateness, context and adherence to national policies.

CHAPTER TWO: SITUATION ANALYSIS

This policy responds to the existing institutional, policy and legal environment informing sexual harassment in institutions for higher learning, in the country and internationally.

2.1 The current Institutional set-up

This policy reflects the provisions of the University of Dar es Salaam Gender Policy 2006 (RE, 2021); UDSM Staff Code of Conduct (2012); UDSM Student By-Laws (2022); UDSM Counselling Policy (2018); and the UDSM Policy on Disability and Special Education Needs (2022).

2.2 National policy and regulatory framework

The Constitution of the United Republic of Tanzania (URT) (1977) sets the foundation for gender rights in the country. Other key statutes informing gender equality and equity and measures to address sexual harassment include: the Tanzania Standing Order for Public Service (2009); Code of Ethics and conduct for the Public Service, Tanzania (2007); the National Women and Gender Development Policy (2000); National Strategy for Gender Development (2005); Employment and Labour Relations Act (2004); The National Plan of Action to prevent Violence against Women and Children (2016/17-2022/23); Sexual Offenses Special Provisions Act (1999); Law of the Child Act, (2009); Penal Code, Cap 16: 130 of 2002; Guidelines for the establishment, operationalization and monitoring of Gender Desks in Higher and Tertiary Education Institutions (2021), and, the Persons with Disability Act (2010).

2.3 Regional and International Trends

Relevant instruments at this level include the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) (1985), the Beijing Platform of Action (1995), the African Union Strategy for Gender Equality and Women's Empowerment (2018-2028), the Protocol to the African Charter on Human and Peoples Rights of Women in Africa - Maputo Protocol (2003), the Africa We Want (2063), SADC Protocol on Gender and Development (2008) and East African Community Gender Policy (2018).

CHAPTER THREE: MAJOR INTERVENTION AREAS, POLICY ISSUES, POLICY STATEMENTS AND STRATEGIES

3.1 Prevalence of Sexual Harassment

3.1.1 Policy issue

The prevalence of sexual harassment incidences at UDSM remain a matter of significant concern that interferes with the dignity and security of its stakeholders. It is a situation that affects both males and females who can be both survivors and/or perpetrators. These incidences cut across the wider university community namely; students, administrative and academic staff, service providers including contractors and vendors. Members with disabilities are doubly disadvantaged and vulnerable to sexual harassment. Cases of sexual bullying such as rape have been reported, and, incidences of intimidation for sexual favours through subtle and not to subtle ways have been stated. In addition, acquiescence or failure to complain by survivors have allowed incidences of sexual harassment to continue, and for perpetrators to assume indifference to their unwarranted acts.

3.1.2 Policy statement

UDSM will establish a regular sensitization and awareness raising programme on sexual harassment in the context of UDSM and its learning and living environment, and reporting for all of its stakeholders.

3.1.3 Strategies

i) UDSM will design and conduct a comprehensive sensitization programme on sexual harassment and sextortion that addresses the realities and complexities of contexts, perpetration and response.
ii) UDSM will promote student-level skills and knowledge to fight/resist sexual harassment incidences. This will include self-empowerment and risk assessment skills.
iii) Increase the visibility of Anti- sexual harassment policy through developing a dissemination plan for the policy that will involve all levels of UDSM's administrative and academic hierarchies.

3.2 Perpetrators and Survivors

3.2.1 Policy issue

The nature and source of sexual harassment incidences indicates that both female and male members of UDSM could be perpetrators and equally, survivors. Sometimes sexual harassment perpetrators use vendors or middle-persons to facilitate their perpetration. Inadequate comprehension of sexual harassment through digital platforms have allowed some members to be victims of sexual harassment through such perpetration. In addition, female students may use sexual corruption against males and vulnerable female students to pursue their agendas for

academic or material gain. UDSM stakeholders with low income or who are financially challenged have also been targeted with sexual harassment.

3.2.2 Policy statement

The University shall design measures for awareness creation and exposing all forms of sexual harassment and sextortion to compel stakeholders to refrain from committing sexual harassment offences.

3.2.3 Strategies

i) UDSM will develop and commit students, staff and service providers to a Code of Conduct against sexual harassment as part of their contracts.

ii) Staff, students and other stakeholders will be capacitated to correctly identify and refrain from perpetration amongst fellow students or with other UDSM members.

iii) UDSM will put mechanisms for early identification, protection and empowerment of members with special needs in accordance to the Policy on Disability and Special Education Needs.

3.3 Prevention

3.3.1 Policy issue

Inadequate support measures against sexual harassment to address student-student incidences or staff-student incidences have limited timely and ethical prevention of sexual harassment. Advocacy against sexual harassment have focused on a few students (student leadership) and staff. In addition, the high levels of interaction between the UDSM community and other members of society also expose UDSM members to several sexual harassment related risks that have proven a challenge to contain.

3.3.2 Policy statement

The University will ensure that all members within UDSM and its catchment are involved in the sexual harassment prevention system that is collaboratively designed.

3.3.3 Strategies

i) Student and staff bodies will be trained to extend preventive strategies on sexual harassment within and beyond the University.

ii) Staff, students and stakeholders will have access to training on preventive strategies and learning materials on SEAH.

iii) The University will design specific mechanisms to involve the wider community in sexual harassment prevention

iv) The UDSM will deliberately and continuously create awareness to its community on sexual harassment cases through different means such as launching sensitization programmes.

v) UDSM will develop sensitivity among its members on their responsibility to protect people with special needs against sexual harassment in collaboration with themselves.
vi) IGS and UDSM Gender desk to design regular communication preventive channels.

3.4 Response

3.4.1 Policy issue

Limited knowledge on UDSM policies and inadequate information on existing reporting systems including points of referral and transparency on corrective measures taken against perpetrators has generated insufficient appreciation on existing sexual harassment response mechanisms. There is also unclear recognition of the roles and responsibilities of the UDSM Gender Desk and the Institute of Gender Studies on the implementation of sexual harassment measures.

3.4.2 Policy statement

The UDSM, IGS and Gender Desk will be responsible for prompt follow-up and attendance to sexual harassment incidences, in coordination with the UDSM Ethics Committee. The University will ensure that administrative and corrective measures taken against offences are disclosed and conducted in collaboration with other stakeholders.

3.4.3 Strategies

i) UDSM will equip and capacitate the UDSM Gender Desk and UDSM GS to design appropriate pro-active and reactive mechanisms to address sexual harassment issues.
ii) IGS and the UDSM Gender Desk to design regular communication response channels.

3.5 Reporting

3.5.1 Policy Issue

Although incidences of sexual harassment are mentioned and reported now and then, clear and accessible channels for reporting are lacking. This situation is also a result of lack of confidence by some survivors and the fear of reprisal. The UDSM Guidelines for management of GBV and SEAH (2024) will thus inform and guide such reporting procedures and systems in an ethical manner and which upholds confidentiality as per incidence.

3.5.2 Policy statement

The University will ensure that the UDSM Guidelines for management of GBV and SEAH (2024) are widely publicized.

3.5.3 Strategies

i) Given the sensitivity of sexual harassment incidences, and the power relations involved, survivors will be encouraged to lodge complaints through informal or formal mechanisms, depending on convenience;
ii) UDSM will put in place a coherent data management system that collects information from a multiple-channel reporting system;
iii) UDSM will equip the Gender Desk with human and material resources to be an effective sexual harassment response unit (including investigation and follow-up);
iv) UDSM will put in place survivor-friendly systems and mechanisms for reporting about sexual harassment within and around UDSM.

CHAPTER FOUR: GOVERNANCE OF THE POLICY

4.1 Organization and mandates

The UDSM Gender Desk (UDSM-GD) will have the primary responsibility in overseeing the pursuant of anti-sexual harassment measures and processes at the University and its related environs. UDSM-GD also bears the primary responsibility for spearheading, planning and implementation of follow-up of sexual harassment matters in accordance to the UDSM Guidelines for GBV and SEAH.

The UDSM Gender Desk will also develop and coordinate a comprehensive data management system on sexual harassment at UDSM.

4.2 Roles of other stakeholders

The following stakeholders will also undertake measures to ensure the adherence of this policy in collaboration with the UDSM Gender Desk. Other stakeholders will be annually included in the process.

S/N	Stakeholder	Responsibility
a)	Office of the Deputy Vice Chancellor, Planning, Finance and Administration (DVC-PFA)	Overall custodian of the Policy and its implementation
b)	Institute of Gender Studies	Primary stakeholder of Gender equality measures at UDSM
c)	Dean of Students	Mandate over welfare of students. Key collaborator of Gender Desk and IGS
d)	Directorate of Human Resources and Administration (DHRA)	Mandate over the welfare of staff. Application of Staff Regulations and Guidelines for Ethical Conduct
e)	Unit level Gender Focal Points	Receiving and prompt reporting of incidences of sexual harassment from their units to UDSM gender Desk
f)	Dar es Salaam University Student Association (DARUSO)	Reporting Sexual harassment incidences to UDSM Gender Desk
g)	Campus Security	Responsible for safety and security of all UDSM community members
h)	Private sector	Private student accommodation; Private Service providers (Cleaning; Cafeteria; Transportation)

CHAPTER FIVE: OPERATIONAL GUIDELINES AND PROCEDURES

The implementation of this policy will be pursued in accordance with the UDSM Guidelines for the Management of Gender-based Violence and Sexual Exploitation, Abuse and Harassment of (2024).

CHAPTER SIX: MONITORING AND EVALUATION

6.1 Purpose

Monitoring and evaluation (M&E) of this Anti-sexual harassment policy will focus on assessing its effectiveness in managing incidences of sexual harassment at UDSM. M&E responsibility shall fall under the office of the DVC (PFA) who has the overall mandate to ensure that the UDSM operates in a safe environment and which is hospitable to all of its members and stakeholders.

6.2 Implementation

The implementing authority will be the UDSM Gender Desk with who will conduct a monitoring of the implementation of the policy on annual basis in consultation and collaboration with the IGS and all relevant stakeholders in a participatory process. Reporting on SH incidences will be integrated in the semi-annual GBV & SEAH reporting plans.

6.3 Policy Review

Given the sensitivity of the subject, this policy will be reviewed after every three years.