

NYANDARUA INSTITUTE OF SCIENCE AND TECHNOLOGY

P.O BOX 2033 – 20300 NYAHURURU, Cell: 0727-256001/0732-335757

EMAIL ADDRESS: nyandaruaainstitute2006@gmail.com/info@nyandaruaainstitute.ac.ke



POLICY ON GENDER BASED VIOLENCE

Reviewed: April 2019

SPONSOR: MINISTRY OF EDUCATION SCIENCE & TECHNOLOGY-CHAIRMAN BOG: PROF. E.G. WAGAIYU, PRINCIPAL: MUHAMMAD HASSAN

VISION: A centre of excellence in science driven, applied research and innovations for enhanced livelihood of humanity.

MISSION: To provide globally competitive Technical and Vocational Education and Training (TVET) in specialized skills and competencies for sustainable development of Kenya and beyond.

AN ISO 9001:2015 CERTIFIED INSTITUTION



FOREWORD

Gender-based violence in organizations has far-reaching consequences to students, their peers, their families and the community at large. Gender based violence needs to be seen in the context of bullying. Bullying has a negative impact on institute safety, institute climate and student learning. It can be severe, persistent and pervasive to such a degree that it limits a student's or employee's ability to participate in or benefit from an education program and creates an educational environment that is hostile and threatening.

The consequences for victims can include depression, loss of appetite, nightmares, disturbed sleep, low self-esteem and feelings of being sad, afraid, scared, or embarrassed. In terms of student learning, victims experience a loss of interest in institute activities, increased absenteeism, decreased quality of institute work, poor grades, increases in skipping, dropping classes, tardiness and truancy. While female students are disproportionately affected by gender-based violence, research has shown that males more often than females receive and make homophobic comments. Students are not the only victims of gender-based violence in institutes. Significant numbers of teachers and other staff complain they may also have been sexually harassed by students and other staff members.

Gender-based violence, including sexual assault and sexual harassment, is occurring at alarming rates and is largely going unreported. Measures relating to the protection of youth against sexual assaults, including those aimed at timely reporting of sexual assaults and anti-bullying programs have not succeeded in eliminating gender-based violence. These programs need to be combined with preventive education including gender-based peer education programs that examine the roots of gender-based violence and its impact on females and males, healthy relationships, and equality among marginalized groups, as well as the creation of "safe space" programs that use peer facilitators to lead open discussions amongst vulnerable groups.

This policy is aimed at guiding the institute on the preventive to mitigate gender based violence and remedial measures where cases of gender based violence have been reported or suspected.

The Management of Nyandarua Institute will strive to ensure that the Institution promotes equal opportunities and eliminates all cases of gender based violence and the full participation of students and staff members of all genders in the activities of the Institute.

A handwritten signature in black ink, appearing to read 'Muhammad Hassan', with a long horizontal line extending to the right.

Muhammad Hassan
Principal & Secretary, BOG

Contents

FOREWORD 2

1.0 OBJECTIVE 4

2.0 DEFINITIONS..... 4

3.0 RESPONSIBILITY..... 4

4.0 POLICY 5

 4.1. Reporting Incidents of Gender-based Violence 5

 4.2. Notification and Investigation..... 5

 4.3. Compliance and Accountability..... 5

 4.4. Prevention Strategy: Staff Development 5

 4.5. Prevention Strategy: Professional Supports..... 5

 4.6. Student Engagement 6

 4.7.Coordination 6

 4.8. Communication..... 6

 4.9. Evaluation 6

5.0 SPECIFIC DIRECTIVES 6

6.0 References:..... 6

1.0 OBJECTIVE

To establish the institute's commitment to eliminating gender-based violence in its premises.

2.0 DEFINITIONS

Gender-based violence is any aggressive action that threatens safety, causes physical, social or emotional harm and denigrates a person because of his or her gender identity, perceived gender, sexual identity, biological sex or sexual behaviour.

Gender-based violence includes, but is not limited to, the following:

- Sexual assault as defined under Sec. 5 Sexual Offences Act [rev. 2014]
- Inappropriate, problematic and intrusive sexual behaviour
- Sexual exploitation of employee or a student
- Sexual misconduct
- Sexual harassment as defined under Sec. 23 Sexual Offences Act 2006 [rev. 2014]
- Sexist discrimination
- Domestic violence
- Emotional abuse
- Psychological abuse
- Forced prostitution
- Indecent acts as defined under Sec. 2 Sexual Offences Act 2006 [rev. 2014]
- Harmful gender-based social practices, e.g. female genital mutilation

Gender-based violence operates on a societal imbalance of power and control based on social constructions of sexual identity, sexual orientation, gender, perceived gender and sexual behaviour. This imbalance may manifest in multiple forms as aggressive and discriminatory behaviours and expressions of hatred.

3.0 RESPONSIBILITY

The Board of Governors of the Institute, acting through the Principal is the responsible authority of the Institute. The board has overall responsibility to ensure that this policy in so far as is reasonably practicable, is implemented and reviewed.

4.0 POLICY

4.1. Reporting Incidents of Gender-based Violence

- (a) All employees of the Board shall report any concerns about or incidents of gender-based violence in the institute community to the institute principal.
- (b) All allegations of sexual assault perpetrated by in the institute shall be reported to the disciplinary committee chaired by the Deputy Principal.
- (c) Any act or concern of gender-based violence that takes place off institute property, including use of electronic media, and has a negative impact on a institute's environment shall be reported and responded to.

4.2. Notification and Investigation

- (a) In situations where a student has been physically or emotionally harmed, the appropriate supervisory and Institute Services staff shall be notified.
- (b) Employee Services shall be notified of any incidents of gender-based violence involving Board staff. Where staff has a complaint against students or other staff, the deputy principal's office shall be notified.
- (c) Principals shall be the first point of contact for investigating incidents. .

4.3. Compliance and Accountability

As with all Board policies, all staff are expected to be compliant with this policy and its related procedures. Failure to comply may lead to disciplinary action.

4.4. Prevention Strategy: Staff Development

- (a) Gender-based violence policy and procedure training shall be mandatory for all staff.
- (b) All institute-based staff shall receive annual training on responding to incidents of gender-based violence.
- (c) Professional learning opportunities for administrators, teachers and support staff shall focus on the causes of gender-based violence, prevention strategies and Board policies and procedures for responding to gender-based violence.

4.5. Prevention Strategy: Professional Supports

- (a) An interdisciplinary team shall be established to deliver both policy implementation training and programs that focus on the development of student, staff and parental involvement related to raising awareness, developing institute-based action plans and coordinating system-wide student-led activities.
- (b) The Principal shall work with the appropriate staff to access professional support staff on a priority basis for incidents of gender-based violence involving students.
- (c) Resources shall be realigned to establish programs for students who have engaged in repeated acts of gender-based violence in order to support the re-integration and re-engagement of these young people into society and prevent future incidents.

4.6. Student Engagement

- (a) Students will have the opportunity to participate in gender-based peer education programs that examine the roots of gender-based violence and its impact on females and males, healthy relationships and equality among marginalized groups.
- (b) Issues related to gender-based violence such as healthy relationships, sexuality, gender stereotyping and homophobia shall be integrated and reinforced in subjects across the curriculum.
- (c) Primary prevention programs for students in elementary and secondary institutes shall be designed to be comprehensive, coordinated, sequential, developmental, and that create both an awareness of, and a framework for dealing with, gender-based harassment and violence.

4.7. Coordination

- (a) Establish a position where the sole responsibility is the co-ordination and over-sight of all initiatives relating to gender-based violence.
- (b) Establish an advisory body consisting of representatives from administration, legal services, human resources, professional support services, guidance and counseling, health and safety and students who shall meet regularly to advise the Gender Based-Violence Policy (GBVP) Coordinator on policy implementation and prevention strategy. The advisory body will consult with external partners as required.
- (c) Establish a policy implementation team to advise the GBVP Coordinator and help facilitate policy and procedure training in the institute.

4.8. Communication

- (a) Policies and resources relating to sexual assault and gender-based violence shall be posted in the institute and shall *form* part of the orientation process for all staff and students at the commencement of each year and be included in all student agendas.
- (b) Relevant information shall be prepared for each of the employee groups, parents and community partners on gender-based violence and harassment.

4.9. Evaluation

Research tools shall be developed that ensure prevention programs are regularly evaluated to determine their effectiveness and to identify areas for improvement. An annual report will be made to the appropriate standing committee.

5.0 SPECIFIC DIRECTIVES

The Principal is authorized to issue operational procedures to implement this policy.

5.1 REVIEW

This policy shall be reviewed at most on an annual basis for continuing stability

6.0 References:

1. NIST Gender Policy
2. Sexual Offences Act 2009
3. NIST Health and Safety Measures Policy