

Purpose of the brochure

Educate the student population on the content of Nelson Mandela University's (2017) policy on sexual harassment and sexual offences.

To provide awareness on:

What sexual harassment and sexual offences are

The different types of sexual offences as defined by the policy

How to appropriately respond to a gender-based violence (GBV) incident

The informal and formal institutional procedures that can be taken if an incident occurs

Purpose of the policy

- Uphold the principles of the South African constitution - human rights & democratic values (human dignity, equality, freedom)
- Promote a safe environment (learning, working, social environments)
- Provide guidance when dealing with complaints/reporting (to be fair, confidential, sensitive)
- what is meant by sexual harassment and sexual offences
- Provide appropriate procedures
- Sensitise the university community regarding a **zero-tolerance status**

Change the World

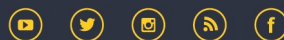
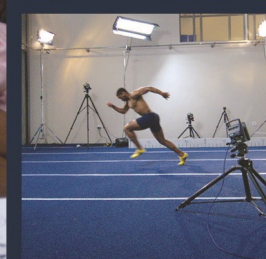
NELSON MANDELA
UNIVERSITY

Enquiries

**Student Counselling, Career and Development Centre
Nelson Mandela University**

<http://counselling.mandela.ac.za>

counselling@mandela.ac.za



mandela.ac.za

Sexual Harassment and Offences Policy

Sexual harassment

Unwanted/unwelcome

(this is subjective, meaning it depends on your life experiences, perspective, culture, context and impact)

Of a sexual nature

(explicit/implicit)

Offensive/distressing

(Causes emotional, physical and social discomfort)

Interferes with performance

(academic/work)

Creates an intimidating, hostile, defensive environment

(in your work, study, social environments)

It can be:

- **Physical**

(Unwanted touch/sexual actions)

- **Verbal**

(Spoken words)

- **Non-verbal**

(Gestures, body posture, tone of voice, facial expressions)

- **Electronic**

(Images, written words, videos, sound clips)

Sexual offence

Refers to sexual assault or rape as defined by law.

It includes any offense outlined within the **Criminal Law (Sexual Offences and Related Matters) Amendment Act 2007**.

Take note

★ **How to access Nelson Mandela University Sexual Harassment and Sexual Offences Policy:**

★ **Student counselling offers free workshops and discussions aimed at training students on the policy.**

Rape

- Unlawful, sexual penetration without consent
- Includes acquaintance, spousal and date rape
- Use of force/intimidation
- Perceived/real threat and harm present
- Abuse of power and authority
- False pretences/fraudulent means
- Inability of victim/complainant

In case of rape:

- Do not clean yourself
- Do not change your clothes
- Do not eat or drink anything
- Get help
- Get support

Consent

- Free and informed agreement
- Communicate and agree on sexual activities
- The right to change one's mind at any time
- Responsibility to obtain consent from your partner before
- Consent is **NOT** implied by:
 - ⇒ Silence
 - ⇒ Previous/existing sexual relationship
 - ⇒ Way of dressing
 - ⇒ Accepting a social invitation
 - ⇒ Diminished capacity to consent

NMU departments that you can report sexual offences to

- NMU protection services
- Student counselling (SCCDC)
 - ⇒ counselling@mandela.ac.za
- Campus health
- Transformation monitoring and evaluation office (TMEU)/Sexual harassment office
 - ⇒ harassment@mandela.ac.za
 - ⇒ <http://tme.mandela.ac.za/sexual-harassment>
 - ⇒ **041 504 2612**
- Staff can report to wellness@work
- Staff can also report to the Employee relations (ER) office

Two options/processes provided by NMU to deal with offences and complaints

1. Restorative process

Aims at providing justice to the victim/complainant and increased awareness and remorse/guilt to the perpetrator

2. Disciplinary process

More formal steps will be taken.

NMU supportive measures

- Ongoing psychosocial support provided by **Student Counselling**
- Medical services/evaluations by **Campus Health**

NMU protective measures for victims/complaints

- No contact orders, where appropriate
- Change of residence, where appropriate/practically possible
- Change of classes/ academic concession
- Leave of absence/special leave for staff and students

★ Emergency numbers

NMU protection services: **041 504 2009** or **041 504 3483**

SAPS: **10111**

Off-campus emergency numbers

Available Resources

NMU South Campus: **041 504 2511**

NMU North Campus: **041 504 3222**

NMU Missionvale Campus: **041 504 1106**

NMU Second Avenue Campus: **041 504 3854**

NMU George Campus: **044 801 5047**

In case of an emergency, please use the following numbers for assistance:

NMU Protection Services: **041 504 2009** or **041 504 3483**

Suicide Emergency Line: **0800 567 567** or **SMS 31393** for a **call back**

Life Line: **0861 322 322** (Counselling available 24/7)

SA Anxiety Group 24-hour helpline: **0800 12 13 14**

Note: Student Counselling services are confidential, free of charge to registered Mandela students and offered by qualified counsellors and psychologists.