



UNIVERSITY OF
KWAZULU-NATAL™
INYUVESI
YAKWAZULU-NATALI



STAND UP!
SPEAK OUT AGAINST **GBV!**

UKZN HAS ZERO TOLERANCE FOR GENDER-BASED VIOLENCE

INSPIRING GREATNESS

UKZN HAS ZERO TOLERANCE FOR GENDER-BASED VIOLENCE (GBV) AND SEXUAL HARASSMENT.

We are committed to a work, study and social environment that is free from violence/abuse, unfair discrimination or harassment. We will not tolerate any member of our community engaging in violence on the basis of gender, sex, marital status or sexual orientation.

WHAT IS GBV?

GBV means any act of violence, whether persistent or isolated, directed against any person on the basis of their gender, sex, marital status, or sexual orientation that results in or is likely to result in physical, sexual or psychological harm or suffering.

IT INCLUDES, BUT IS NOT LIMITED TO:

- ✘ Domestic violence
- ✘ Sexual harassment
- ✘ Sexual assault
- ✘ Rape
- ✘ Coercive sexual practices
- ✘ Harmful customary or traditional practices such as female genital mutilation and honor crimes
- ✘ Corrective rape

GBV in a university setting means any form of violence (as described in the definition) perpetrated on campus or off-campus, for example in off-campus residences or during field trips by a student, staff member or external service provider to the University, towards a student or staff member of this University.

WHAT IS RAPE?

An unlawful and intentional act of sexual penetration between two or more persons, without the consent/ permission of one of those persons.

WHAT IS SEXUAL ASSAULT?

An unlawful and intentional act of a sexual nature with another person without that person's consent.

Remember, YOUR CONSENT/PERMISSION refers to informed, voluntary and explicit communication of agreement between the parties involved. Consent cannot be procured by the use of physical force, compelling threats, intimidation, coercion and any other controlling behaviour. Silence cannot be interpreted as consent. Submission is not consent!

IS GBV COMMITTED ONLY AGAINST WOMEN?

No. Males can be and are victims of **GBV**. Gender-Based Violence is also directed not just at a person's gender or sexuality, but their sexual orientation often in the form of sexual harassment or corrective rape.

SEXUAL HARASSMENT AS A RELATED CONCEPT OF GBV

Sexual harassment constitutes unwanted, unwelcomed, unsolicited and/or unreciprocated conduct of a sexual nature such as unwelcomed sexual advances, requests for sexual favours, and other verbal, physical, or non-verbal conduct of a sexual nature.

Sexual harassment may include but is not limited to:

- ✘ Physical harassment such as unwanted and deliberate physical contact
- ✘ Verbal harassment such as:
 - ✘ Demeaning verbal comments of a sexual nature
 - ✘ Subtle or explicit demands for or offers of sexual favours
- ✘ Non-verbal harassment such as:
 - ✘ Offensive gestures or actions e.g. indecent exposure
 - ✘ Stalking behaviour such as pursuing or following a person
 - ✘ The transmission or the gratuitous display of sexually explicit written or audio-visual materials

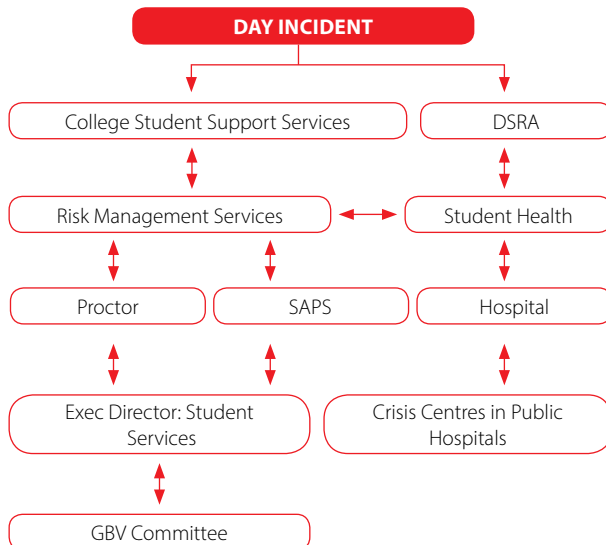
GUARDING AGAINST BECOMING A **GBV** PERPETRATOR

- ✘ Respect gender preferences and choices of others
- ✘ Be mindful of behaviour (verbal and non-verbal) that could be construed as **GBV** by others
- ✘ Respect other's rights to say 'NO' and personal boundaries
- ✘ Avoid using your position of power against vulnerable employees or students
- ✘ Educate yourself on the **GBV** and Sexual Harassment Policies
- ✘ UKZN REACH^T values to be practised by all in the University

UNIVERSITY OF KWAZULU-NATAL GENDER-BASED VIOLENCE REPORTING PROTOCOL

INCIDENT: TRAUMATISED STUDENT

- ✘ Gender-Based Violence
- ✘ Rape/attempted rape



THIS PROTOCOL IS GUIDED BY THE FOLLOWING UKZN POLICIES:

- ✘ Sexual Harassment and Gender-Based Violence Policy
- ✘ Management of Psychiatric Emergencies
- ✘ After Hours Emergency Protocol

REFERRALS FROM

- ✘ Central Student Services
- ✘ Personally call at College Student Support Services [CSSS]
- ✘ DSRA, Student Health
- ✘ RMS and other campus constituencies i.e. Student Health, CRC, etc.
- ✘ Colleges / Schools, clinical sites

RISK MANAGEMENT SERVICES [RMS]

- ✘ Statement
- ✘ Investigation
- ✘ Management of dockets
- ✘ Arrest
- ✘ Referral to CSSS, SAPS, Student Health Services
- ✘ Referral to Proctor

DEPARTMENT OF STUDENT RESIDENCE AFFAIRS (DSRA)

- ✘ Residence Assistant / Residence Life Officer
- ✘ Immediate referral to RMS

STUDENT HEALTH

- ✘ Medical assessment and management
- ✘ Prompt referral to CSSS, hospital, RMS

COLLEGE STUDENT SUPPORT SERVICES [CSSS]

At first contact:

- ✘ Immediate trauma management
- ✘ Debriefing
- ✘ Emotional / physical support
- ✘ Refer to RMS, Student Health
- ✘ Counselling and Psychotherapy
- ✘ Ongoing case management

GENDER BASED VIOLENCE COMMITTEE

Monitoring of policy implementation and outcomes of investigation.

SOME OF THE GBV BEHAVIOURAL AND PSYCHOLOGICAL SYMPTOMS TO LOOK OUT FOR:

BEHAVIOURAL SYMPTOMS	PSYCHOLOGICAL SYMPTOMS
Denial of the rape, behaving as if rape didn't occur	Increased fear and anxiety
Difficulty concentrating and lack of motivation	Anger, self-blame and guilt or emotional numbness
Being restless, agitated and unable to relax	Helplessness, loss of control
Excessive crying, avoidance or hyper sociability	Humiliation and shame
Afraid of being alone, alert or watchful	Lowering of self esteem
Increased washing or bathing	Feeling dirty or contaminated by the rape
Being more easily frightened or startled than usual	Feeling alone and that no one understands
Suicide attempts and other self-destructive behaviour such as self-harming behaviours	Losing hope in the future
Overly sensitive e.g. becoming easily upset by small things	Confusion/ loss of memory
Relationship problems with family, friends, lovers and spouses	Constantly thinking about the rape
Fear of sex, loss of interest in sex or loss of sexual pleasure	Having flashbacks to the rape, feeling like it is happening again
Drop in school, occupational or work performance	Feeling depressed/ suicidal

KEEP SAFE

KNOW YOUR RIGHTS! NO MEANS NO!

You have the right to have your thoughts and feelings respected. If you refuse to have sex with someone and they try to persuade/ force you, that is a crime!

STAY ALERT, BE AWARE

Do not drink from a punch bowl. Do not drink anything you did not open yourself. Keep your drink in your possession. Date rape drugs can be put in drinks without you knowing, rendering you unable to escape a perpetrator. Avoid excessive drinking as this can impair your ability to stay in control.

SAFETY IN NUMBERS

Avoid going out with individuals whom you do not know well. Avoid dark, deserted places. When using the library, have company to walk you back to your residence. There is strength in numbers. If a friend looks like he/she has had too much to drink or is under the influence of drugs, do not leave his/her side or let him/her leave with someone/anyone you do not know or trust.

RMS ESCORT SERVICES AVAILABLE

Studying or working late? Security escort is available on campus. Please contact the relevant RMS campus office using contacts listed under "Internal UKZN Numbers". RMS will then request a guard to assist you.

GLOSSARY OF IMPORTANT TERMS

Intentional	Deliberate, on purpose
Unlawful	Illegal, against the law
Sexual Penetration	When genital organs, body parts or objects penetrate to any extent the genitals or any other part of the body of another person
Marital Rape	Rape by a husband or wife (whether married by civil, customary or religious law)
Date Rape	Rape by someone that you are out on a date with
Oral Sex	Sexual activity in which the genitals of one partner are stimulated by the mouth of the other
PEP	Post-exposure prophylaxis (PEP), a short-term anti-retroviral (ARV) treatment that reduces the likelihood of HIV infection after exposure to HIV-infected blood or sexual contact with an HIV-positive person
ART & ARVs	Antiretroviral drugs. Standard antiretroviral therapy (ART) consists of the combination of antiretroviral (ARV) drugs to maximally suppress the HIV virus and stop the progression of HIV disease. ART also prevents onward transmission of HIV

HAVE YOU EXPERIENCED OR WITNESSED GENDER-BASED VIOLENCE?

REPORT IT NOW AND HELP US STOP IT!

DOWNLOAD THE UKZN PANIC BUTTON APP!

Instantly alert security if you're in a threatening or emergency situation. Featuring a mapping facility, the App tracks your device once the alarm is activated. The user receives an SMS confirmation and RMS is able to facilitate communication. Download is free on Google Play and Apple App stores.

INTERNAL UKZN NUMBERS

Risk Management Services (RMS)

Westville Campus 031 260 7133 | **Howard College and Medical School** 031 260 3777 |
Edgewood Campus 031 260 3493 | **Pietermaritzburg** 033 260 5211

UKZN CAMPUS HEALTH CLINICS

Pietermaritzburg 033 260 5208 | **Westville** 031 260 7302 | **Edgewood** 031 260 3252 |
Medical School 031 260 3252 | **Howard College** 031 260 3284

COLLEGE/ DIVISIONAL HUMAN RESOURCES

CAES 031 260 6229/ 6776 | **CHS** 031 260 4450/ 7169 | **CLMS** 031 260 8211/ 8288 | **CHUM**
031 260 2355/ 3063 | **Professional Services** 031 260 2229/ 2295

TIP OFFS ANONYMOUS

0800 203 285

ADVICE DESK FOR THE ABUSED

0800 204 321/ 031 262 5231

SUPPORT CARE CENTERS

RK Khan Thuthuzela Care Center 031 401 0394

Addington Crises Center 031 327 2843

Northdale Crisis Care Center 033 387 9000

St Augustine's Hospital Emergency 031 268 5000

Jes Foord Rape Crises Centre 0861 333 449

SAPS

Westville | **Sydenham** | **Umbilo** | **Pinetown** | **Alexander Road**

NATIONAL SOUTH AFRICAN NUMBERS

GBV Toll-free Helpline 0800 150 150

National Counselling Line 0861 322 322

People Opposed to Woman Abuse (POWA) 083 765 1235

South African Anxiety & Depression Group Helpline

011 262 6396 (8am – 8pm, seven days a week)

Emergency Contraception Toll Free Call Centre 0800 246 432