



The Gender Equity and Protection Office

For further information or to lodge any complaint please visit;

The Gender Equity and Protection Office
Administration Block 1st Floor Or
Email: gep@usiu.ac.ke | rngumi@usiu.ac.ke
Confidential Advisor Number: 0782 539 361
Office Line: 0730 116 210

Accredited in Kenya & the United States of America by the Commission for University Education (CUE) and WASC Senior College and University Commission respectively.

www.usiu.ac.ke



About us

The mandate of the office of Gender equity and protection is to foster a safe learning and working environment by ensuring adherence to current national and international legislation on gender equity and protection within the university.

Mission

To promote zero-tolerance to all forms of sexual and gender based violence and foster gender responsiveness in USIU-Africa.

Vision

A safe and equitable learning and working environment defined by high standards of gender equity, inclusiveness, gender equality and the elimination of all forms of sexual harassment and discrimination.

Guiding Principles

- **Gender Equality**
- **Fairness**
- **Equity**
- **Inclusiveness**
- **Confidentiality**
- **Respect for Diversity**

Our mandate

1. Ensure adherence to national and international laws on gender equity and protection in the overall design, processes and functions of USIU-Africa.
2. Foster zero-tolerance to all forms of sexual harassment and discrimination by leading strategy in Sexual Gender Based Violence prevention and response in USIU-Africa.
3. Provide a central place to receive and investigate all forms of sexual harassment complaints and discrimination in USIU-Africa community.
4. Conduct prompt, equitable, fair and impartial administrative investigations into complaints.
5. Promote the implementation of USIU-Africa Sexual and Gender Based Violence policy commitments through trainings, sensitizations and evaluation tools.



6. Promote gender mainstreaming in all functions and processes at USIU-Africa by fostering the implementation of the USIU-Africa Gender policy.
7. Provide gender and inclusion technical advice and guidance on research, education, governance and equity considerations in the university.
8. Foster external partnerships and linkages that support education and training on gender equity and protection.
9. Cultivate relationships with students through clubs, field activities and trainings to support gender equity and protection education in the university.

USIU-Africa Sexual and Gender Based Violence Policy Statement

The United States International University-Africa prohibits and strongly condemns Sexual and Gender Based Violence committed by students or employees, whether on or off campus, or by any individual on campus or within its programs or activities.



What is Gender Based Violence?

Refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. Such acts include sexual violence, physical violence, sexual assault, harmful practices amongst others.

What is Sexual Harassment?

USIU-Africa's Sexual and Gender Based Violence Policy defines sexual harassment as the persistent unwelcome, sexual advances, requests for sexual favors and other verbal, visual or physical conduct of sexual nature. It can also take the form of a person being in a position of authority, holding a public office or not, persistently making any sexual advances or requests which he or she knows, or ought to have known are unwelcome. USIU-Africa has a Sexual and Gender Based Violence policy accessible on the USIU-Africa Website. Please download it and acquaint yourself with the policy.

How do I file a sexual Harassment Complaint?

If you feel that you are a victim of sexual harassment or gender based violence, it is essential that you notify the Gender Equity and Protection Office. The following steps can help ensure that complaint is properly filed;

- Write down details of incident including date, time and location using complaints form accessible on USIU-Africa website. You could also directly lodge your complaint through rngumi@usiu.ac.ke or gep@usiu.ac.ke,
- Keep evidence of harassment especially if it occurs through text or emails.
- Report the incident to GEP office, health center, security, human resources department and your supervisor.

The Gender Equity and protection office assures you of confidentiality and protection from retaliation.

Where do I report?

Support Services and Resources
Useful contacts in case of sexual harassment OR Gender Based Violence;

Gender Equity and Protection Office
Confidential Advisor Hotline
Tel: 0782 539 361 (Accessible 24 hours)
Ext. 210

USIU-Africa Counselling Center
Tel: 0730 116 311 . Ext. 748,750,746 or 790

USIU-Africa Security Department;
Tel: 0730 116 266/0730 116 320

USIU-Africa Health Center
Tel: 0730 116 720/0730 116 760.
Ext. 759,760,764

Below are some useful contacts and resources in case of sexual harassment or Gender Based Violence:

National GBV Hotline Kenya: 1195
or
National police Service Toll free number: 0800730999



United States International University-Africa

Education to take you places