

Good Practices On Eliminating Gender Based Violence
Experienced by the Academic Community
for
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Dr Lai Suat Yan
Senior Lecturer
Gender Studies Program
Faculty of Arts and Social Sciences
University Malaya
laisy@um.edu.my

Identifying Good Practices

- Having A University Policy/Code Of Practice and Bureau to Address Sexual Harassment
- Joint working relationship between Staff Association and University Management
- Good Practices: Substantive and Procedural Content of the Code
- Good Practices: Periodic Review to Identify What Needs Improvement
- Good Practices by the Academic Community: Jointly Or Individually

Having University Policy/Code Of Practice to Address Sexual Harassment

- To send a message that sexual harassment is not acceptable and that there is recourse for those who are sexually harassed.
- The Ministry of Resources of Malaysia established The Code of Practice on the Prevention and Handling of Sexual Harassment Cases in 1999.



Having A University Policy/Code Of Practice To Address Sexual Harassment

- University Malaya - the first to adopt the Code of Practice on the Prevention and Handling Of Sexual Harassment Cases in 2007, followed by University Sains Malaysia in 2009 and University Malaysia Sarawak a few years later.
- Formation of a bureau/taskforce to handle complaints.



Good Practices: Joint working relationship between the Staff Association and University Management

- The Academic Staff Association in various universities have been working with the University Management on establishing the Code of Practice:
 - Drafting the code, refining it
 - Being part of the bureau/taskforce to raise awareness on the issue and existence of the code and to investigate such cases



Good Practices in terms of Substantive Content

- Comprehensive in terms of:
 - a) Scope: Target groups include not only all university members (eg staff, students) but also external parties who deal with the university (eg visitors to the university, suppliers, construction workers)
 - b) Definition of Sexual Harassment - any unwanted conducted of a sexual nature that includes:
 - i) various forms verbal, non-verbal, visual, psychological and psychical,
 - ii) not necessarily repetitive but could also be one off

Good Practices in terms of Substantive Content

- Broadly, two categories of sexual harassment:
 - a) sexual coercion where sexual condition is placed on his/her employment/training – eg if you sleep with me I will promote you
 - b) Sexual annoyance – sexual behaviour is perceived to be humiliating, embarrassing, bringing discomfort or endangering personal safety of the victim/survivor though does not bring any benefit to victim's employment

Good Practices in terms of Substantive Content

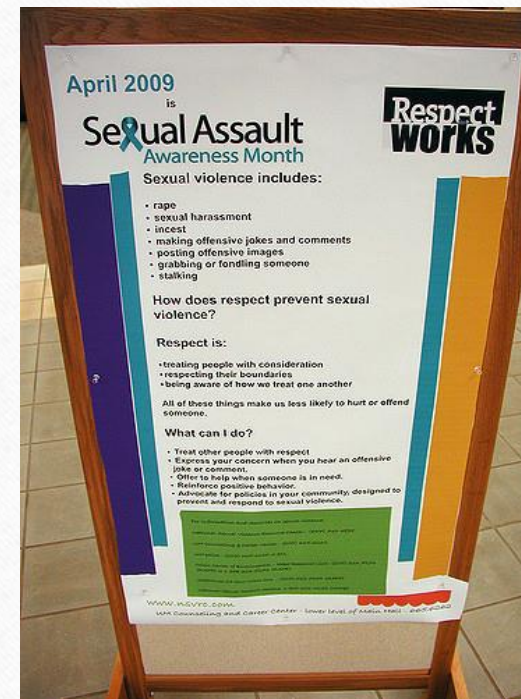
iii) Actions To Be Taken

-goes beyond lodging a report but getting support from the community around her/him such as sharing it with someone, for example, head of departments, supervisors, friends or colleagues, counsellors;

- Keep a written record of the incident/s: date, time, place and what transpired, witnesses if any, to whom has shared the incident with;
- and if involved sexual assault to seek medical attention and to be forthcoming concerning sources of injury.

Good Practices in terms of Substantive Content

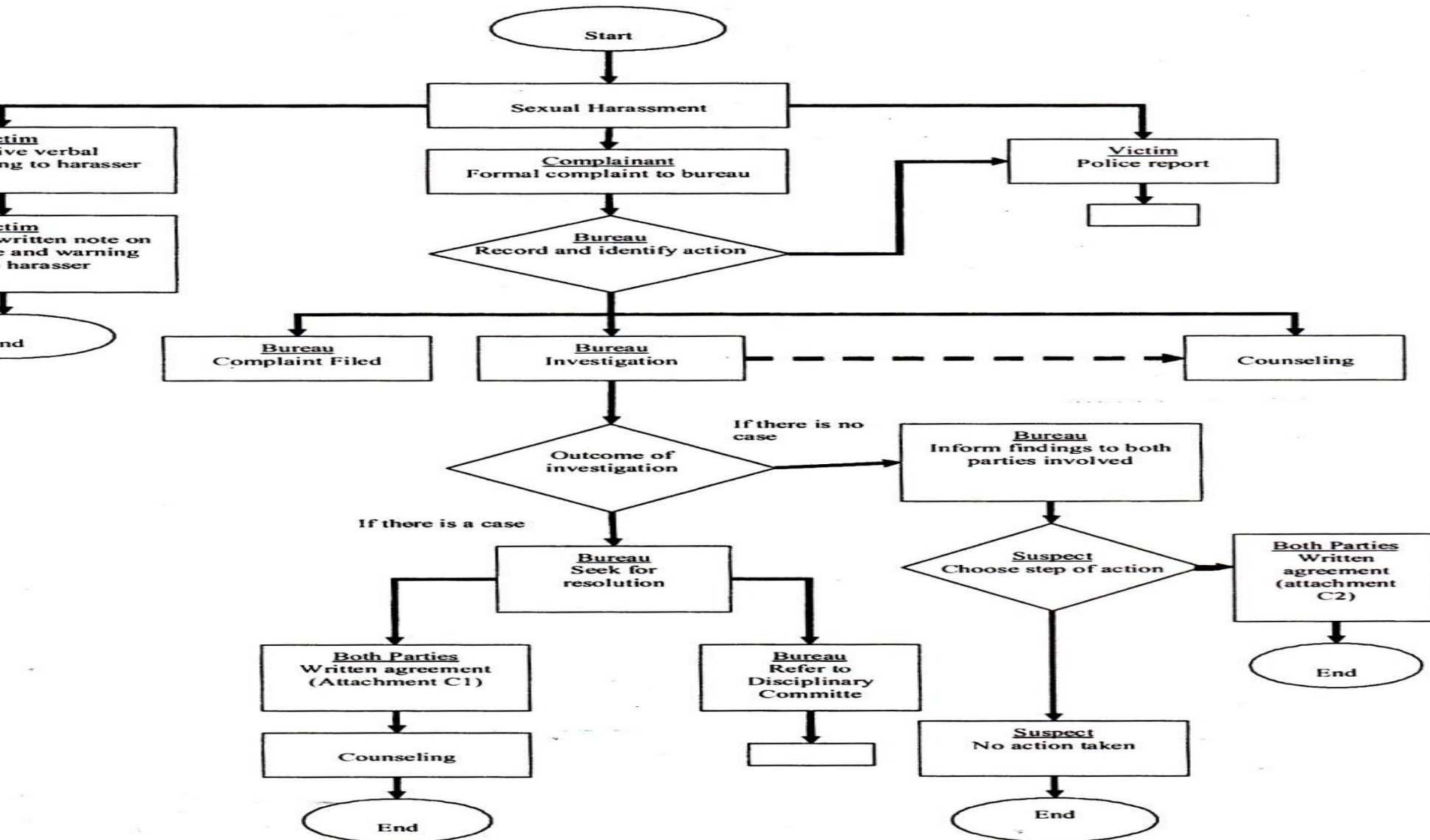
- Program to increase awareness and education on sexual harassment for staff and students from time to time, for example, during orientation week.
- Publicize the existence of the Code from time to time - distribution of posters, booklets, UM websites.
- List of resources for information and help.



Good Practices in terms of Procedural Content

- How and where to lodge a report with lodging a police report as part of the option
- Forms of complaint: formal – will be investigated versus informal will not be investigated but will be monitored and advice to complainant of appropriate action
- Resolutions: resolution agreement to disciplinary action
- Timeline for completion of investigation- 3 months
- Flowchart of the whole process in handling Sexual Harassment

FLOWCHART IN HANDLING SEXUAL HARASSMENT IN UNIVERSITI MALAYA



Good Practices: Periodic Review to Identify What Needs Improvement

- Periodic Review to identify loophole whether in terms of substantive or procedural content or the implementation of the investigation and the Code of Conduct itself
- Eg Procedurally, for all cases to be directed to the Sexual Harassment Complaint Bureau: ensure it is properly handled, overview of the seriousness of the problem, for easier monitoring and identifying gaps
- Continuous awareness raising of the issue and the existence of the Code among the university community

Good Practices: Periodic Review to Identify What Needs Improvement

- Significantly to include also continuous gender sensitivity training for those whom students/staff likely to approach first, eg head of department/dean of faculty, warden of residential colleges, lecturers, student leaders, to report the matter.



Good Practices by the Academic Community: Jointly Or Individually

- Academic Staff and Student working jointly to raise awareness on issue and existence of code:
 - i) Between staff and student group - short video clip and posters that can be easily distributed online
 - ii) Between staff and student in related classes taught: Campaign on sexual harassment that incorporate the use of social media



Good Practices by the Academic Community: Jointly Or Individually

- Working with academics in various universities through the academics movement - roadshow
- Working jointly with Non-Governmental Organizations
- Student group individually on their own



Q & A

Thank You

Stopping Harassment
Starts Here

