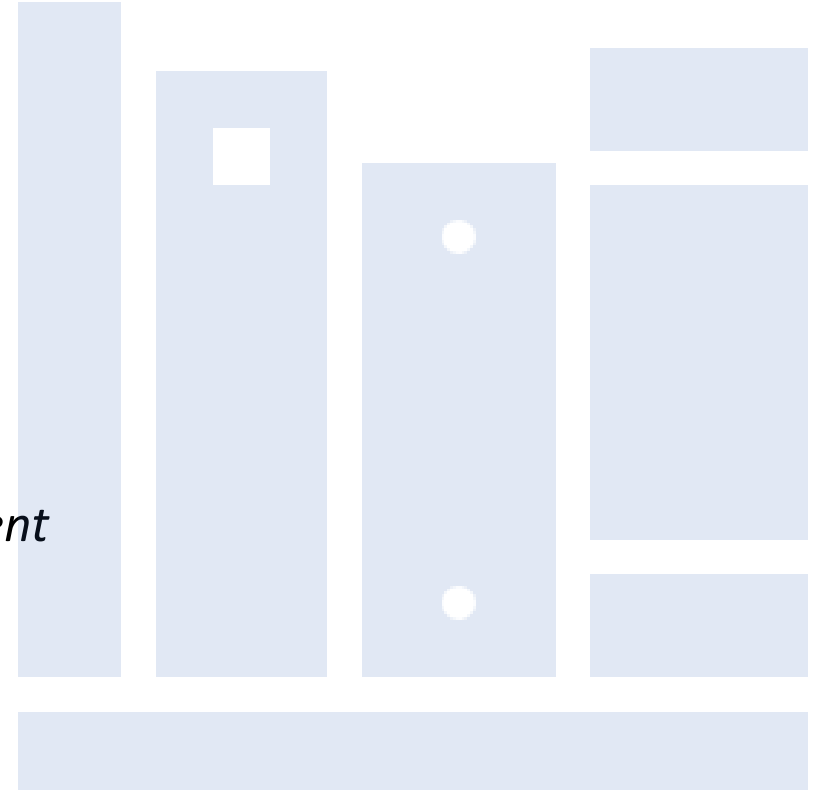




HESHIMA

- *Highlighting and Eliminating Sexual Harassment and Abuse In the Media .*



Survey Participants

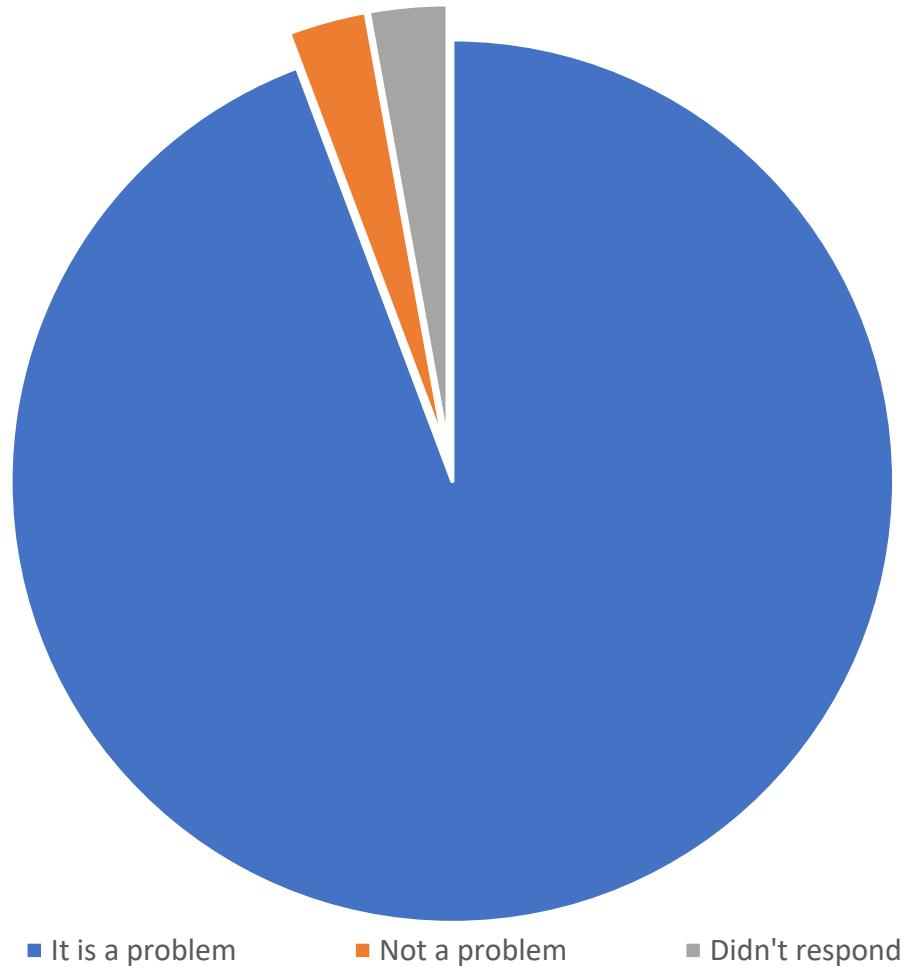


- HESHIMA reached 70 participants anonymously.
- They responded to 10 questions.
- Most are practicing journalists.
- Respondent were from Nairobi, Kisumu, Bungoma, Kisii, Nakuru and Mombasa.
- The survey was deployed online as a questionnaire.
- The survey includes media practitioners from public and private media institutions.
- Survey was carried out between April 29 – May 27, 2019.
- Some have moved on to other fields of communication.

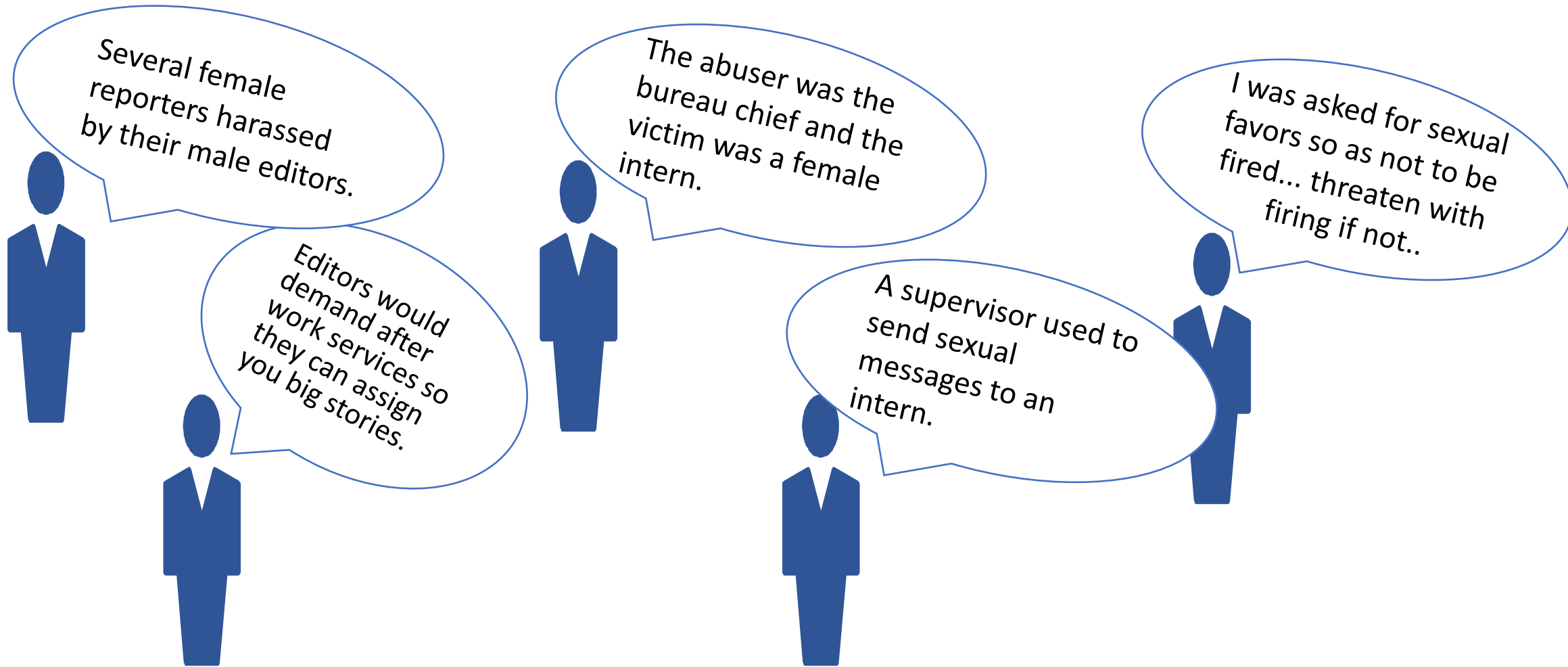


94% of the respondents believe that sexual harassment and abuse is **a problem** in media houses in Kenya.


- 10 respondents were male.
- 60 respondents were female.




45 survey respondents **personally know** someone who had been sexually harassed by **a colleague**. This included respondents who confirmed that their institutions had a sexual harassment and abuse policy.




1 in 2 respondents **had experienced** or **still continue** to experience sexual harassment and abuse in the newsroom. Majority didn't know what options they had or did not trust their institutions to resolve it.




I didn't know how to report because there were no steps for safe reporting. We had to endure..



Yes I knew the right person to approach. I talked with the HR and it was all solved.



I felt there was nothing much that could be done as they were the most senior officer in the organization.



There were no proper channels and there is fear of victimization.

“Maybe, I was not made aware of them when I started working there.”



More than half survey respondents did not know if their institutions had a sexual harassment and abuse policy.

This is despite requirements by the Kenya Employment act, 2007, Part II, Section 6, subsection 2 '*An employer who employs twenty or more employees shall, after consulting with the employees or their representatives if any, issue a policy statement on sexual harassment.*'

7% knew for a fact that no sexual harassment policy existed in their media institution. ,



Nearly **40%** of survey respondents say that they would confront a sexual harassment perpetrator, but only **1** in **10** would volunteer to be a public witness for the victim.

1 in **3** will **anonymously** report the matter while the rest will **not get involved** for various reasons, including avoiding to get ostracized by other colleagues.


‘In your opinion, are sexual harassment and abuse perpetrators (if journalist or editor) biased when reporting on the same subject?’



9 OUT OF **10** respondents say that sexual harassment perpetrators are mostly likely to be biased towards sexual harassment perpetrators or against sexual harassment victims when covering these stories.




More than half of the survey respondents are not willing to publicly share their views on sexual harassment and abuse. **45%** are willing to openly talk about it.



Yes. They will want to avoid the perpetrator at all costs and opt to leave to a safer department

Up to **88%** of HESHIMA survey respondents say that sexual harassment affects the victims' career prospects and choices.



Yes it does. Since my experience I opted not be employed.

In concluding, nearly all respondents say that they are tired of the status quo and they want change. They are demanding for safer newsrooms.

