

GANOUBIA HORA
FOUNDATION
مؤسسة جنوبية حرة



Ganoubia Hora organization for Development

Anti-sexual harassment policy

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Introduction

Ganoubia Hora

It is a youth Egyptian feminist foundation that operates under the umbrella of the Ministry of Social Solidarity, registered under No. 1450 in 2015 and based in the far south of Egypt, Aswan Governorate.

The Foundation analyzes the southern context in order to have a more comprehensive understanding of the many intersections such as tribalism, marginalization and centralization, and their impact on the situation of women from a feminist point of view. We consider that women in Egypt are exposed to similar burdens and violence that are expressed via different tools by the patriarchal authority which gives us a better opportunity to analyze and engage with those communities and contribute to dismantling the patriarchal system and establishing the principle of gender equality. We use different mechanisms to analyze the local context and establish a southern community that is aware of gender issues and the gender gap.

Ganoubia Hora Foundation was formed as a youth initiative in mid-2012 as a result of its members' awareness of patriarchy in the public sphere. The foundation has entered the public sphere by its own free will and full awareness of the burden on women human rights defenders and activists. It managed to conceptualize the idea of forming a group of women that could work as a lobbying group within the political parties and movements to ensure a better representation of women, to de-centralize, and to shed light on activists in the south. Then, the idea has developed to perform a safe public sphere for southern women and a private sphere that achieves justice and gender equality

Ganoubia Hora Foundation was established under the umbrella of the Ministry of Social Solidarity in 2015. It is being managed on a participatory basis by a board of trustees in cooperation with its staff since the time of its establishment. It is the first feminist-oriented foundation which is run by young women in Upper Egypt

Our Vision

We dream of a southern community that supports public liberties, opposes gender-based discrimination, and moves towards gender equality and safe public and private sphere for women.

We also dream that Ganoubia Hora Foundation becomes a free, strong foundation that supports southern women socially, politically, psychologically, and legally, and offers support to the women of Upper Egypt.

Our message

We seek to shed light on gender differences in closed communities, dismantle tribal intolerance, study the social phenomena that prevent women from their freedom of choice in southern Egypt, and understand the violence against them in different contexts.

Our goals: We work on several goals under three main axes:

First: the movement

We consider ourselves as an integral part of the Egyptian feminist context, as well as the regional, African, and global ones. We believe that feminism has come to unify the efforts of various women towards a better world for them in their different social environments. Therefore, we seek permanent networking with feminist movements and institutions, particularly in Egypt. We also seek to learn from other regional and global contexts in order to develop ourselves and sustain the Egyptian feminist movement that has lasted more than a hundred years. We believe that our role is to support the establishment of all emerging feminist initiatives and entities that are consistent with our vision of achieving a lofty goal of a better world for Egyptian women.

Second: Knowledge as a basis for feminism

Throughout the ages, knowledge production has been establishing history, transferring knowledge, and defining the identity of individuals. From a feminist perspective, it has always been determining the feelings of women over time, raising their voices, defining their priorities, and preparing a legacy for future generations. Additionally, it has been giving an advanced understanding for current generations and providing an analysis that leads to understanding and establishing laws that support and crystallize awareness. Consequently, we are interested in knowledge production as a tool of the feminist movement to present our vision on issues related to women in southern Egypt. We seek to document the experiences of women in southern Egypt in addition to our extensive research of the history of southern Egyptian women.

Third: Services

We seek to establish a department that firstly provides legal services and then psychological services to deliver a small part of our role towards southern women who have always suffered from marginalization and centralization.

Why this policy?

The foundation is committed to its defined general and basic principles, values, and behaviors. Male and female members, workers, and volunteers must fully comply with during their work inside or outside the foundation and during their interactions on social media.

The foundation seeks to provide protection and prevention mechanisms for all women as they are the most affected groups within the foundation's work team and all participants in its activities including volunteers, trainees, and regular visitors. The foundation does not accept any kind of abuse whether it is inside or outside the institution or on social media platforms or any other electronic means. It does not allow any form of gender-based violence whether this violence is physical, psychological, or verbal. All discriminatory opinions and actions against people with disabilities, children, gender, all marginalized groups, or against people with different gender identity is not allowed. The most important general and basic governing principles of the foundation are:

- The principle of adherence to international norms, charters and treaties related to human rights
- Universal Declaration of Human Rights.
- The two international covenants on economic, social and cultural rights, as well as on civil and political rights.
- All conventions related to the rights of the child and their additional protocols and the following conventions such as the Arab Charter on the Rights of the Child, the United Nations rules on the rights of the child (the Beijing, Havana rules, the Riyadh principles, the United Nations rules for the protection of children deprived of their liberty, the Convention on the Rights of the Child issued by the International Labor Organization).
- Convention on the Rights of Persons with Disabilities.
- Conventions on discrimination against ethnic minorities
- Conventions related to human rights defenders
- The Convention against Torture, the Arab Charter on Human Rights, and the Convention relating to the Status of Refugees.
- The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

- The International Convention on the Elimination of All Forms of Discrimination against Women, and the conventions on discrimination at work.
- Convention No. 190 on the Elimination of Violence and Harassment in the World of Work, issued by the International Labor Organization
- The foundation is committed to the constitution and the regulating laws in addition to the subsequent supplementary laws or national strategies to reduce violence and discrimination and empower women
- Penal laws related to women “rape, harassment, female circumcision, indecent assault” and bullying
- The National Strategy for the Empowerment of Egyptian Women (2030).
- Laws related to cybercrime

The foundation is also committed to protecting the rights of its male and female workers and volunteers. Therefore, clear procedures and instructions that include all their rights should be followed. One of the basic principles is the principle of accountability.

The foundation works to ensure the existence of systems that guarantee accountability by members of the higher body or those with accountability authority in accordance with the internal laws, regulations, and policies of the foundation.

It also provides systems and methods that guarantee the right of any person affected by the programs or activities of the foundation and exposed to danger to submit complaints to the foundation and that every complaint is answered.

Policy methodology

Our policy is based on the International Convention No. 190 on the Elimination of Violence and Harassment in the World of Work, issued in 2019 by the General Conference of the International Labor Organization. The principle of good governance and democracy is one of the basic principles of our foundation to ensure that it operates effectively and is well managed.

Ganoubia Hora is committed to promoting the concept of participatory management in order to enhance the members’ feeling of belonging to the foundation, the emergence of new leaders, and the development of their leadership capabilities. The policy was issued after general discussions between the team with the participation of everyone in all stages starting from the public discussions depending on the basic principles of the foundation and the important special definitions mentioned in the next chapter below. All stages of drafting and reviewing were reviewed by external experts in the field of human rights, international labor agreements, and the field of gender equality.

Important definitions

The private space is the area that surrounds an individual where he\she considers it his\her own space on the psychological level. It represents a special value for most people, and they usually feel uncomfortable, anger or stressed out if this space is violated. This space does not intersect with the spaces of others, as each person has a comfortable space without affecting others. In the case of relationships, they are built when harmonization occurs according to the human feelings of each person. Therefore, this private space varies with the development of relations with others according to the preference of each person (1).

Consensuality is a person's consent and permission, by saying "yes," to have a sexual relationship with another person or persons. Sexual consent is not limited to a specific time or form of the relationship (whether if there is marriage or if there is not). Sexual consent must be taken at every stage during the sexual relationship and before every sexual action even if the other partner had previously given consent in a previous relationship. The previous consent to having a particular sexual activity does not constitute consent to have other different sexual activities or to have it again with the same person. Consensuality comes from free and independent will (2).

Sexual harassment is attacking others' personal spaces, whether by acting or saying unwelcomed words. Sexual harassment is about violating the privacy of the individual and his/her body without any consent which leads to making the victim feel insecure, humiliated, fearful or exploited, and cause psychological harm.

A form of unwanted words and/or actions of a sexual nature that violate the body, privacy, or feelings of a person and make them feel uncomfortable, threatened, insecure, fearful, disrespected, intimidated, insulted, offended, or intimidated, abused or as just a body.

This includes harassment of all kinds:

- Touch: Touch includes touching, groping, rubbing, breaking the person's personal space, and standing close to the person in an unacceptable manner.
- Signs: making gestures with fingers, licking, winking, opening the mouth by carrying sexual intentions and suggestions.
- Phone calls: calls and messages that contain threats and sexual suggestions
- Tracking and following: Continuously following a person by "walking behind them"
- Comments: making sexual jokes, sexual gestures about the body, clothes, or someone's behavior
- Calls: such as whistling - whispering - any sound that has sexual connotations
- Staring: staring inappropriately at the body, the eyes, or parts of the body
- Nudity: showing the person's genitals for others for sexual purposes
- Presenting sexual pictures and movies
- Electronic harassment: It includes any of the above forms but through social media.

Indecent assault is a serious breach of the modesty and honor of the victim. It occurs in most cases by touching and revealing one of the sexual parts to the victim.

Rape is engaging in non-consensual vaginal, anal or oral penetration of a sexual nature of the body of another person with any bodily part or object. The following acts are considered a form of rape:

- Without the will and consent of the other partner (without free consent which is not under threat or authority).
- In the case of having a sexual relationship or sexual practices with a child under the age of 18.
- If the relationship or sexual practices are taking place under the influence of a drug.

Gender-based violence Perpetrating or the threat of perpetrating any act of physical, psychological, or social violence, including sexual violence, (such as physical violence, threats, coercion, exploitation, deception, manipulation of cultural perceptions, or the use of weapons, or the exploitation of economic conditions (3).

Forms of gender-based violence

Sexual violence is any unwanted sexual act or assault using force or coercion, any unwanted sexual comments and attacks, human trafficking or actions that conflict with the sexual orientation of persons regardless of the relationship of the offender and the abuser.

Verbal violence is violence perpetrated against women through degrading words or insults that demean women's status, in addition to verbal threats and mistreatment, such as the threat of divorce.

Sexual exploitation is a form of sexual violence by persons who have authority over others through which unwanted sexual services are offered or requested.

Physical violence is the use of physical force by any person that would leave visible marks and cause physical harm to the other partner, such as hitting, pulling, biting, kicking, causing fractures, burning, etc., as well as preventing food and drinking. Physical violence is the most common form of domestic violence.

Psychological violence All forms of emotional abuse against a person, such as verbal psychological abuse, threats, scandal, slander, insults, intimidation, and imposing control over the other.

Psychological violence has different forms, including verbal abuse, humiliation, slander, insults, threats, psychological intimidation, belittling and accusing others. Defamation, slander, ignoring the other, smearing, and deliberate false statements against a person are also forms of psychological violence. This type of violence is often accompanied by excessive jealousy and behavior of controlling and dominating the other. Psychological violence is often practised by the husband, the former partner, or by a family member, and since it is often practiced indirectly, it is, therefore, difficult to be perceived or noticed by others.

Economic violence is any act or behavior that causes economic harm to an individual. Economic violence can cause, for example, property damage, a restriction of access to financial resources, education, or the world of work, or non-compliance to economic responsibilities such as alimony. The problem with this type of violence is that it marginalizes the role of women and reduces their economic participation and may also lead to many violations of their labor rights. This violence also takes many forms (4)

Electronic violence is the violence deliberately directed against an individual through social media. Electronic harassment is a form of violence, but through social media and electronic means (5).

The scope of policy's application

The foundation is committed to implementing, informing, and educating partners and beneficiaries of the policy to combat violence and sexual harassment

The policy shall be implemented and enforced on/and in:

- Inside the headquarters of the foundation.
- During the activities, whether the training was inside or outside the foundation's headquarters.
- The work team, the founders, the board of directors.
- Volunteers, beneficiaries of all the foundation's activities.
- All those who perform services for the foundation independently (and sometimes on a paid basis).
- If any one of the work team or target groups is exposed to violence and harassment outside the foundation, the foundation is fully committed to dealing firmly with this party, communicating with the survivor, consulting him/her in all appropriate steps, and providing all forms legal, psychological or any other form of support needed.

Receiving complaints' procedures

* The foundation's administrative director is the person who is entrusted with receiving all complaints.

How to submit complaints:

1- Send the complaint to (Ganoubia.hora@gmail.com) and conduct a personal interview with the survivor

2- Send written or audio complaints to Whats App number; (01212021621) and conduct a personal interview with the survivor

Complaints are submitted by the Administrative Director to the foundation's Board of Trustees to decide on the complaints and take the necessary measures, including the formation of investigation committees, with a specified period of time for the completion of these procedures.

Investigation committees and their work criteria and selection

The investigation committee consists of (three male and female members)

- A legal officer from the foundation
- Two members from outside the foundation who accept to do this task on a voluntary basis. They will be chosen by the Board of Trustees according to each case separately, taking into account that the survivor and the perpetrator are informed of the members of the investigation committee and their approval is guaranteed before starting the investigation process.

Criteria for selecting the two people from outside the foundation

- Has a feminist experience
- Familiarity with issues of violence from the perspective of international standards
- His /her competence in the work of investigation committees is certified

The standards of the investigation committee's work:

- Ensuring the confidentiality of the investigation and the preservation of the data of whistleblowers and witnesses.
- The work methodology is sent to the Board of Trustees before starting the investigation process and should be consistent with the foundation's reference.
- The committee determines what it needs in terms of listening to the survivor, the perpetrator and witnesses, and sets a timetable for the completion of the investigation.

- Submitting a written and documented report on the progress of the investigation procedures and its recommendations to the Board of Trustees, considering the recommendations, and issuing the final decision.
- Consulting the investigation committee to put their names on the summary of the report's findings and recommendations in cases of recirculating these summaries to other institutions related to the offender to provide prevention and protection for others and to contribute to providing safe work environments, or in cases of the survivor's request to use the report and its results in litigation procedures.

***We would like to assure that our foundation supports the survivors in taking all appropriate legal procedures and all forms of litigation procedures.**

How to report:

You can report in case of cybercrime by:

- 1- Calling the hotline "108" of the Ministry of Interior Affairs, the Department of Combating Computer Crimes
- 2- Calling the numbers of the Ministry of Interior Affairs "0224065051- 0224065052" General Administration of Information Technology
- 3- Going to the nearest security directorate to submit a report

Incidents of harassment are streets/transportation:

- Go to the nearest police station at the scope of the incident, apprehend the offender and ask those who are presented to help and testify when drafting the report.

Incidents of harassment on campus:

- Go to the university's anti-violence offices, ask colleagues who are presented during the accident to help and testify when drafting the report.

References

- 1- Personal space (kachaf.com)
- 2- Gender-based violence - [Gender Wikipedia:\(genderiyya.xyz\)](http://Gender Wikipedia:(genderiyya.xyz))
- 3- Sexual consensuality - [gender wiki \(genderiyya.xyz\)](http://gender wiki (genderiyya.xyz))
- 4- Violence - The Association of the Jordanian Women's Solidarity Institute - sigi-jordan
- 5- Facebook (facebook.com)
- 6- Electronic violence as a general social problem – [Articles \(fcds.com.\)](http://Articles (fcds.com.))