

2 September 2021

Dear Colleague

HIGHER HEALTH Release of Sexual and Gender Related Misconduct Contextual and Procedural Implementing Guidelines, as well as Protocols on Rape and Sexual Assault in the PSET System and Protocol on Code of Ethics

HIGHER HEALTH has developed a set of instruments, guidelines and protocols, with our PSET Gender Based Violence Technical Working Group and under the guidance of the PSET Gender Based Violence Technical Task Team, that will help turn the sectoral GBV Policy Framework (launched by Minister Blade Nzimande in July 2020) into practical implementation across our campuses.

The attached Implementation Guidelines, Procedures and Protocols are for your Institutional attention:

1. Implementation Procedural Guidelines on Sexual and Gender Related Misconduct in PSET Institutions
2. Implementation Protocol on Rape and Sexual Assault Cases in the PSET campuses
3. Implementation Protocol on the PSET Code of Ethics

Our Institutions are a microcosm of the bigger society where Gender-Based Violence is a rooted pandemic among our communities. Gender Based Violence poses enormous danger to our students and staff, affects academic excellence, sectoral throughput and our education and skills development aspiration for our country. It is widely known that students and staff entering academic institutions bear the unwarranted cost of the threat and reality of being raped, sexually assaulted, harassed and stalked, across our campuses.

The above instruments will support our institutions and management to put the necessary infrastructure towards a comprehensive response on cases of sexual and gender misconduct, rape, sexual assaults across all our campuses. The procedural guidelines and protocols on rape, code of

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ethics ensure that reporting of cases, disciplinary systems, safeguarding evidence, provision of rape kits, psychosocial support services and survivor friendly, cost effective infrastructure are developed across our campuses, in partnership with judicial and police services, across our country.

The PSET Gender Based Violence Technical Task Team, under HIGHER HEALTH is a multi-sectoral task team, comprising of Vice Chancellors, Principals of TVET colleges, the Commission of Gender Equality, Department of Women, Youth and People with Disabilities, South African Police Services, Department of Justice, United Nations (UNWOMEN and UNFPA), civil society, Student Leadership, Survivors, SA Medical Research Council and leadership from the branches of Department of Higher Education and Training, under the chairmanship of Professor Puleng LenkaBula, Vice Chancellor of University of South Africa (UNISA).

HIGHER HEALTH along with all our institutions are already rolling out a comprehensive Prevention, Education, Peer to Peer, Survivor Support, Care and Psycho-Social services, across most of our campuses, in Rural, Peri-Urban and Urban campuses. We have further embarked on an ambitious journey of using digital applications, innovations and support structures for easy access of GBV Support Services for our students and staff, across our campuses. Our 21 campus radio stations are playing a huge role with HIGHER HEALTH towards running the GBV Awareness and Prevention Campaign.

As a way forward HIGHER HEALTH will embark on a capacity building programme on all the above Implementing Guidelines, Systems, Minimum Standards and Protocols, in coming months, to various structures (Student Support , Gender Offices, Transformation Offices, SRCs, Campus Security, Management, HR and other relevant structures) across all our Universities, TVET and CET colleges.

We are extremely grateful to you and your Institution for your support and wish you strength and success as we engage on this difficult journey of fighting GBV and Sexual Misconduct, within the PSET system.

Yours sincerely,



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CEO of HIGHER HEALTH

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