Sexual Harassment at the Workplace: A Case Study of Kabete Technical Training Institute.

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DECLARATION

This Project is my original work and has not been submitted for an award in this or any other University.

[Signature] Date: 4/6/2009

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This Project Paper has been submitted for examination with my approval as University Supervisor.

[Signature] Date: 16/06/2009

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ABSTRACT

Sexual harassment is one form of sex discrimination. It refers to unwelcome sexual advances, requests for sexual favours and other verbal or physical conduct of a sexual nature whereby:-

Submission to the conduct is made either explicitly or implicitly as a term or condition of employment, academic status or progress. Submission to, or rejection of, the conduct is used as the basis for employment or academic decisions. Conduct has the purpose or effect of having a negative impact upon work or academic performance, or creating an intimidating, hostile or offensive work or educational environment.

Sexual harassment is rampant in institutions of higher learning as observed in my research at Kabete Technical Training Institute whereby the most commonly experienced cases were those of employees by their superiors and female students by their male lecturers. However, cases of female students harassing their male lecturers were also reported.

Research has it that a small percentage of these cases is reported. In the case of Kabete Technical Training Institute, only 40% of the respondents wound not hesitate to report. This meant that most victims suffered in silence mostly due to fear of being victimized or due to lack of proper policies in place to guard against the same.