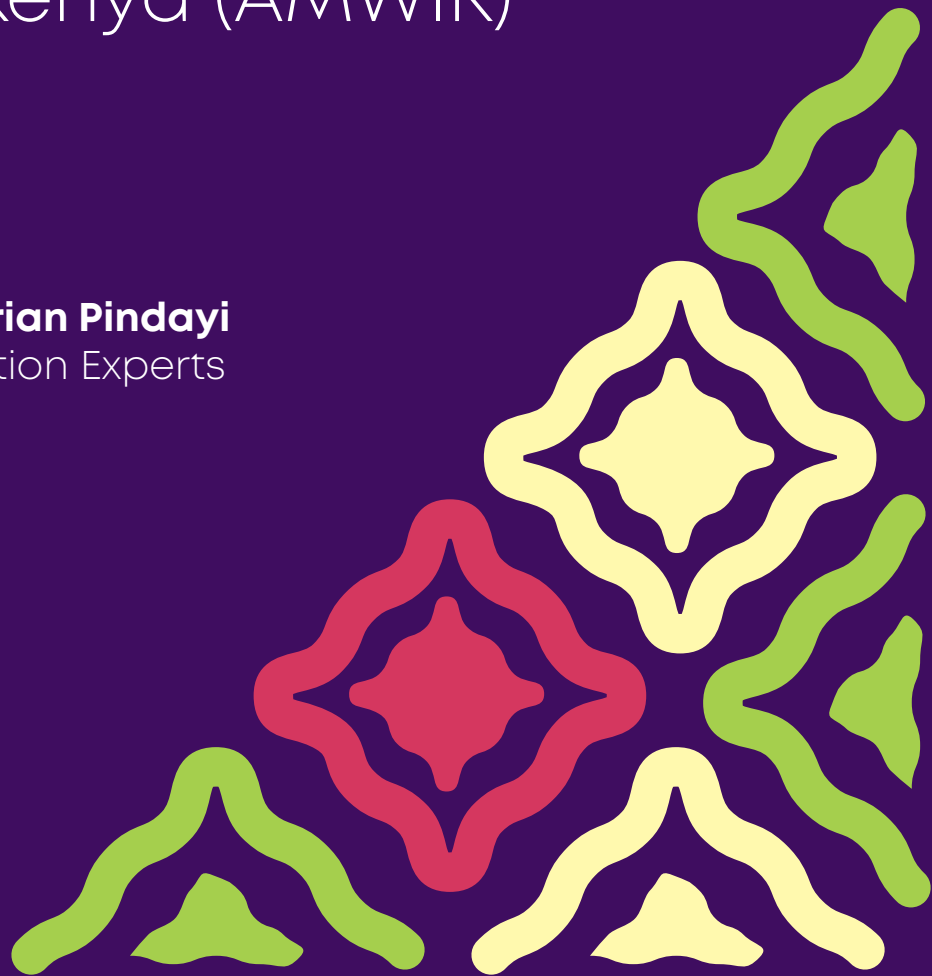# AMWIK

Association Of Media Women In Kenya

A Report on
Sexual Harassment in the Kenyan Media Landscape
for the Association of Media Women in Kenya (AMWIK)

Prepared by
Joy Marjawar & **Dr. Brian Pindayi**
Media & Communication Experts

AMWIK

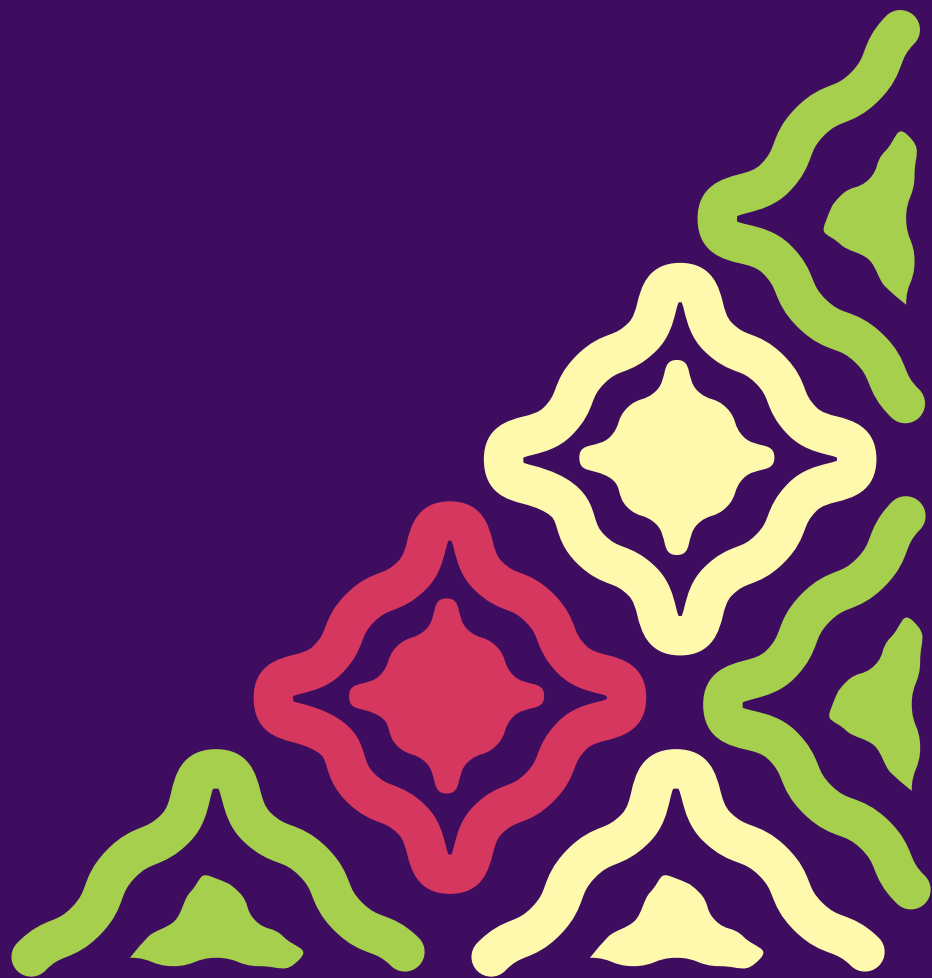**Association Of Media Women In Kenya**

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Abbreviations

AMWIK	Association of Media Women in Kenya
KII	Key Informant Interviews
WAN - IFRA	World Association of Newspapers and News Publishers

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Executive Summary

This report presents the findings of a comprehensive study on sexual harassment of journalists in Kenya. It sheds light on how such harassment is pervasive in the media industry. The study involved 240 participants, 20 Key Informant Interviews, and had as its aims: Assess the prevalence of sexual harassment; evaluate the existing legal framework; and uncover the underlying challenges to curbing such harassment. The study findings reveal a disturbingly high prevalence of sexual harassment in Kenyan newsrooms.

A staggering 60% of the respondents reported experiencing sexual harassment during their careers. These incidents ranged from unwelcome advances and requests for sexual favours, to offensive behaviour, and the use of sexually explicit language. This high prevalence is a stark reminder of the urgent need to address the issue within the media industry. Despite the existence of legal provisions to address sexual harassment in the workplace, there are significant gaps between the law and its implementation.

While Kenya's legal framework, including the Kenya Constitution, 2010, the Sexual Offences Ac, 2006t, and the Employment Act, 2007, all offer protection against sexual harassment, the study finds that victims often face barriers in reporting incidents and seeking justice. This disconnect between the existing law and its implementation, highlights the need to strengthen law enforcement. The study provides compelling evidence of a concerning link between media capture and misogyny within the Kenyan media landscape. Participants reported instances of sexual harassment being perpetuated by those in positions of authority or influence, further exacerbating the problem.

The confluence of media capture and misogyny underscores the urgency of addressing this issue at both system and organisation levels. To combat sexual harassment effectively, this report calls for the implementation of media ethics workshops and awareness campaigns. These initiatives should not only educate journalists and newsroom staff on recognising, preventing, and reporting sexual harassment, but also foster a culture of respect and gender equality in and outside the newsrooms. Conscious protection of newsroom spaces is essential to ensure that every employee, regardless of gender, feels safe and empowered to voice their concerns, including sexual ones. The study highlights the need for innovative solutions to address sexual harassment.

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A one-stop website is proposed to serve as a centralised resource for information, reporting, and support related to sexual harassment. This platform would provide a safe space for victims to seek help and share their experiences, and it would be configured to ensure anonymity. The study underscores the gravity of the sexual harassment issue in Kenyan newsrooms, emphasizing the need for immediate action. It calls for a concerted effort from media organisations, regulatory bodies, and journalists' associations, to combat sexual harassment effectively.

By bridging the gap between the law and its implementation, as well as addressing media capture, and fostering a culture of respect, the Kenyan media landscape can become a more inclusive environment for journalists. Innovative solutions, such as the proposed one-stop website, can play a pivotal role in helping achieve this goal.

Sexual Harassment in Kenya, Foundational Issues

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Chapter One:

Sexual Harassment in Kenya, Foundational Issues

1.1   Introduction

> *"Sexual Harassment is the 'Unwanted and offensive behaviour of a sexual nature that violates a person's dignity and makes them feel degraded, humiliated, intimidated or threatened"*
>
> *"Sexual harassment continues to be commonly experienced yet is under-reported, and often dismissed by news organisations"*

Sexual harassment is a huge problem, which constitutes a pervasive and detrimental issue, that corrodes the foundations of dignity and equality across the globe. In the world of journalism, where pursuit of truth and upholding of democratic values are paramount, the impact of sexual harassment on journalists is particularly insidious. Although Kenya has a vibrant media landscape, there is a problematic high prevalence of sexual harassment. This study sets out to explore and understand the intricate dynamics of sexual harassment faced by journalists in Kenya, and sheds light on an issue that needs to be eliminated as soon as possible. This research, built on a comprehensive survey involving 240 participants, seeks to reveal the connections between misogyny, media capture, and sexual harassment while illuminating a critical dimension regarding the media industry.

1.1.1   Background

Global Perspective: Sexual harassment, as a global phenomenon, transcends borders and cultures, afflicting individuals in various professions and walks of life. While it has gained increased recognition as

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a grave violation of human rights, its manifestations and consequences vary worldwide. The #MeToo movement, which gained momentum in 2017, epitomised a global reckoning with sexual harassment, spotlighting its prevalence across diverse industries, including journalism. This movement empowered survivors to break their silence, confront their harassers, and demand justice, accountability, and reform within their work spaces. Within the media sector, it revealed how power imbalances could foster sexual harassment, prompting a broader discussion about the need for cultural change within newsrooms worldwide.

Regional Outlook: In the East African region, including Kenya, discussions surrounding sexual harassment have been growing, driven by a burgeoning awareness of gender-based violence and the imperative of women's rights. Numerous organisations and activists have been championing the cause, pushing for legal reforms and societal shifts. Journalists often find themselves navigating precarious terrains, where they are entangled in complex relationships with sources, subjects, and colleagues, which creates fertile ground for sexual harassment.

Local Context: In Kenya, journalism is a vital pillar of democracy, underpinned by a legacy of press freedom, and a thriving media landscape. Nonetheless, the profession is not immune to challenges, including the deeply ingrained issue of sexual harassment. Journalists in Kenya operate within a landscape shaped by gender dynamics, power imbalances, workplace cultures, and societal norms, all of which influence their experiences within the newsroom. It is within this nuanced and multifaceted context that this study positions itself; it seeks to assess the unique dimensions of sexual harassment faced by journalists in Kenya.

The study is a continuation of the WAN-IFRA research conducted between 2020 and 2021, which identified Kenya as having the highest prevalence of sexual harassment of female journalists in the region, with 79% of them experiencing verbal sexual harassment. It aims to address the critical need for additional data that can be used to design effective interventions against sexual harassment in Kenya. The study also draws inspiration from the Maanzoni Declaration of March, 2021, which includes an 11th resolution demanding "a sector-wide intervention to urgently address any sexual harassment within the media space." The Maanzoni Declaration was produced by the Kenya Media Sector Working Group, consisting of the Kenya Editors' Guild, Kenya Union of Journalists, Article 19 East Africa, Media Council of Kenya, Kenya Community Media Network, Digital Broadcasters Association, and the Association of Media Women in Kenya. The group is a coalition of all media stakeholders that was

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formed in 2017 to speak on and get solutions to emerging issues in the media industry.

Study Overview: This study addresses the gap in our understanding of sexual harassment within the Kenyan media landscape. Through a rigorous examination involving 240 participants in a comprehensive survey, it aims to uncover the prevalence, forms, and repercussions of sexual harassment among journalists in Kenya. Importantly, this research endeavours to draw connections between misogyny, media capture, and sexual harassment, and it elucidates a critical nexus in Kenya's media landscape. By doing so, this study contributes valuable insights to the broader national and global discourse on addressing sexual harassment, while advocating for safer and more equitable workplaces for journalists in Kenya.

"Misogyny is defined as any of the following acts or feelings: sexual violence against women, physical violence against women, exclusion of women, promotion of patriarchy, belittlement of women, and marginalization of women" (Code, 2004 in Strathen and Pfeffer, 2022, p. 2).

Mungiu-Pippidi (2012) defines 'Media Capture' as a situation in which the news media are controlled "either directly by governments or indirectly by vested interests networked with politics" (pp. 40–41) (Schiffrin, 2019, p. 1034). This results in the media being restricted or limited in executing its mandate and creates subjective, self-serving narratives that benefit narrow interests.

In the context of Kenya's media landscape, sexual harassment can be linked to misogyny. Notably, 61% of respondents indicated that they felt the "issue of men who feel entitled" resulted in a high prevalence of sexual harassment. This pervasive misogyny is what contributes to media capture. The fact that most victims of sexual harassment have not been able to attain justice, as male perpetrators continue to work in the newsroom, suggests there is an extensive form of media capture by patriarchal interests.

In Kenya, media capture is notably influenced by deeply ingrained misogynistic norms and practices within society. For instance, some female journalists have reported being sexually harassed because of the way they dress at work, unlike their male counterparts who do not face similar dress code restrictions. Most newsrooms in Kenya do not have dress codes that protect female journalists. This point is emphasised by Mulupi and Blumell (2023), who note that the pervasive rape culture

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in Kenya often results in victims of sexual offences being regarded with suspicion. There is also general institutional laxity when it comes to the prosecution of sexual harassment offenders. This arguably reinforces misogynistic media capture and reflects networked misogyny, as espoused by Ergin Bulut & Can (2023).

> *"11. THAT a sector-wide intervention to address any sexual harassment within the media space be urgently undertaken"*
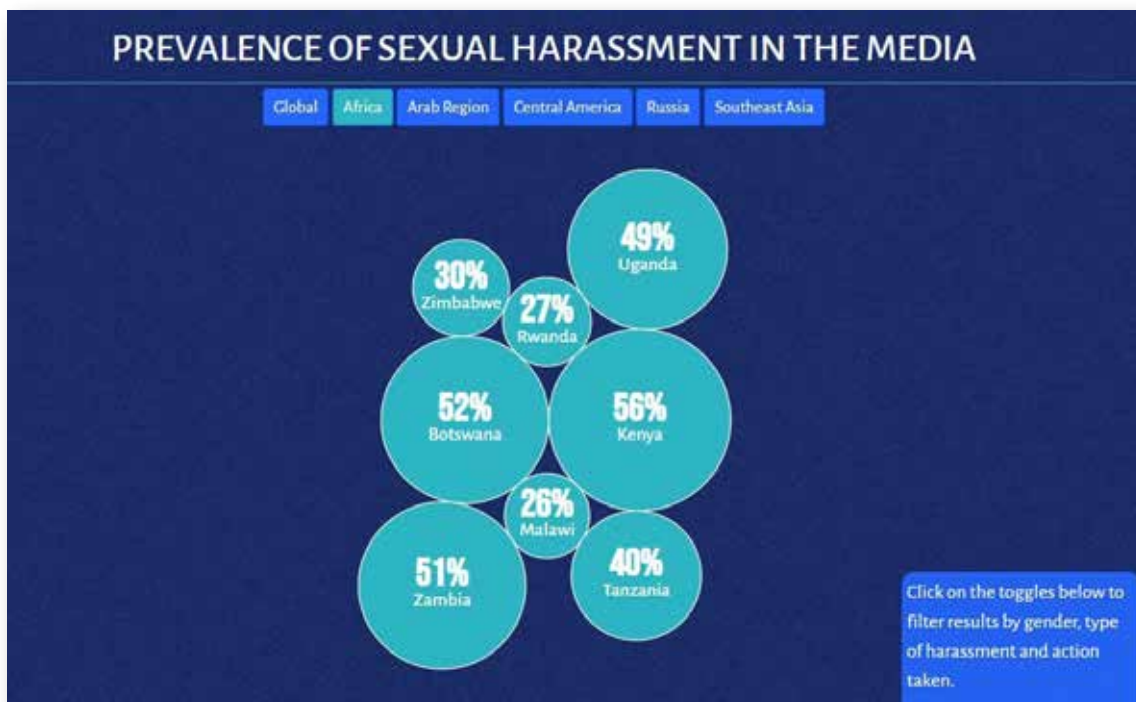
Figure 1. Prevalence of Sexual Harassment in the Media

Sexual Harassment in the Media in Africa

In recent years, the issue of sexual harassment in the workplace has gained heightened attention globally. It tarnishes the work environment and make it unsafe for employees. This report focuses on sexual harassment of journalists in Kenya.

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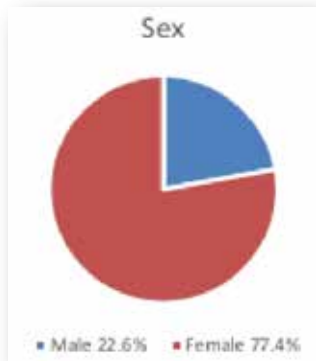
The Demographics

Figure 2. Demographics

Current policies are insufficient in curbing sexual harassment, as indicated by **64%** of respondents who noted the absence of legislative b a r r i e r s against it. This sentiment, expressed by a research population predominantly composed of women (**77.4%**), illustrates how existing policies favour male journalists and protect them against sexual harassment compared to females.

There is a significant awareness gap regarding who can help combat sexual harassment, with **53%** of respondents noting the lack of guiding policies for journalists. This leads to speculation and creates gaps exacerbated by issues such as the abused or harassed bearing the burden of proof, which tends to favour male harassers and discourages female journalists from reporting sexual harassment cases.

Seventy-one percent (**71%**) of the respondents indicated knowledge of the perpetrators of sexual harassment, who have neither been prosecuted nor held accountable for their crimes. This points to an inadequacy in reporting mechanisms and limited protection for victims. Approximately forty-six percent (46.8%) of the respondents indicated a lack of knowledge regarding safe reporting mechanisms. This situation amounts to media capture, as male journalists continue to enjoy privileges and favouritism due to lax policies intended to address sexual harassment.

A significant 39.8% of participants indicated that a fundamentalist and conservative culture is responsible for the pervasive issue of sexual harassment.

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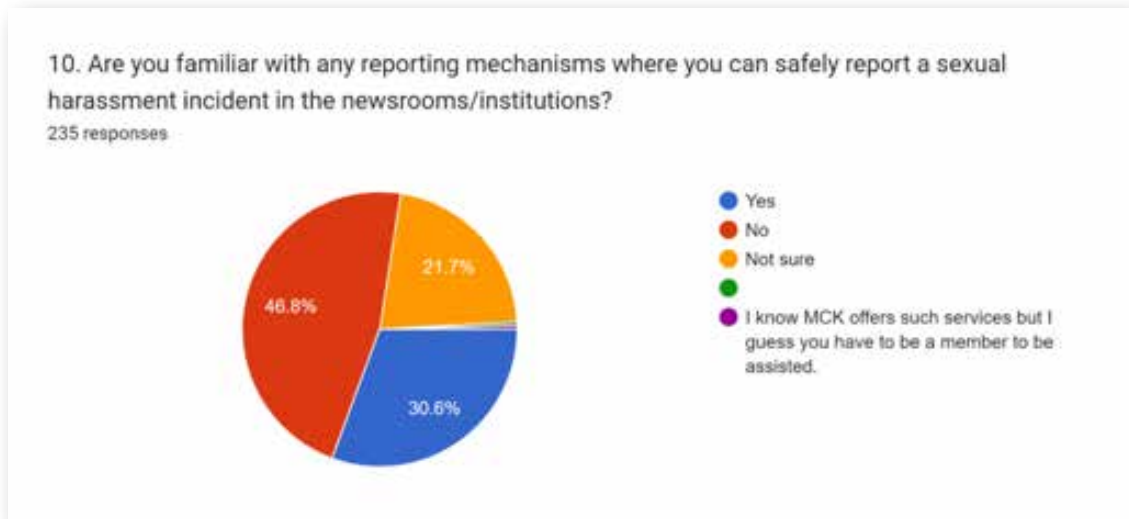
Figure 3: Awareness of Safe Reporting Mechanisms for Sexual Harassment

Over **50%** of male respondents believe that women behaving inappropriately is a reason for sexual harassment, in contrast to **37%** of women who share this opinion. This highlights a significant patriarchal bias that permeates the newsroom, creating an unsafe environment for female journalists. This reflects patriarchal media capture where female journalists have no choice but to operate in an environment that is neither safe nor supportive of them.

Furthermore, the promotion of patriarchy, which celebrates and reinforces male dominance, not only influences editorial decisions but also shapes the portrayal of women in media output. This results in an environment where stories challenging the status quo or shedding light on issues like gender-based violence often go unreported, or receive limited attention (Ahmadi, 2023). Thus, it solidifies an insidious form of media capture driven by networked misogyny in Kenya.

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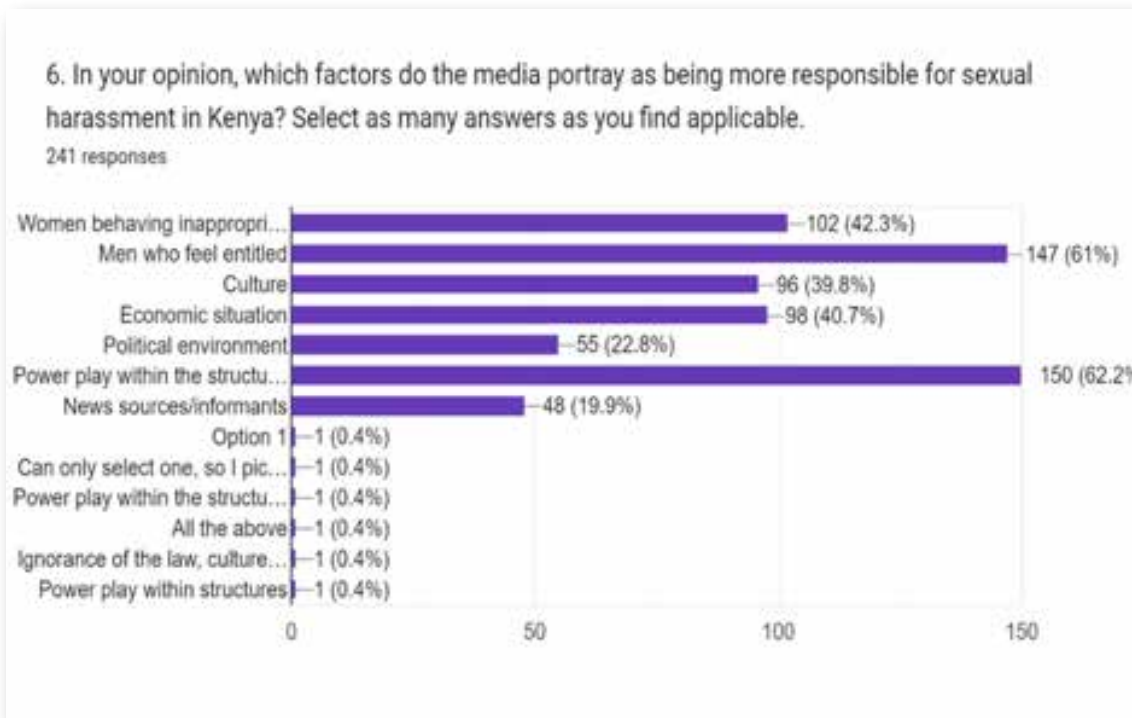
Fig 4: Factors Media Portrays as being more Responsible for Sexual Harassment

**185 females
54 males**
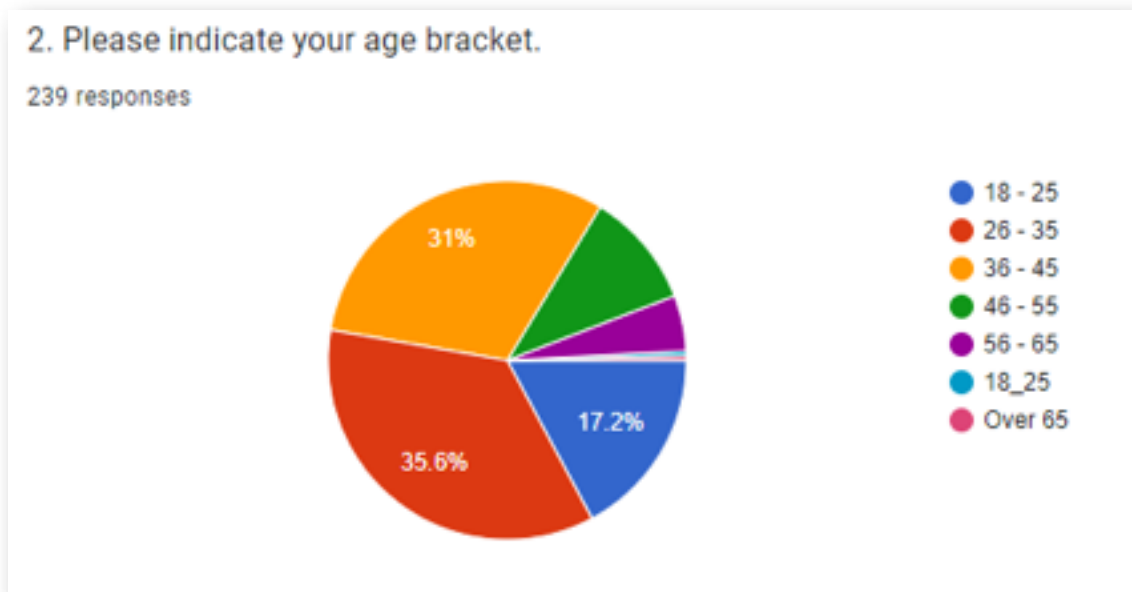
Fig. 5: Age Range of Respondents

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Most of the females who experienced sexual harassment were between the ages of 18 to 35, and **54%** of journalists aged between 25 to 35 have experienced sexual harassment.

Vulnerability of Female Interns

The statistic that **40%** of female interns have experienced sexual harassment underscores the vulnerability of entry-level professionals in Kenyan newsrooms. Interns are often eager to gain experience and establish themselves in the industry, making them susceptible to exploitation and harassment by their senior colleagues. This finding raises concerns about the lack of protection and mentorship available to young female journalists who are starting their careers.

Impact on Career Progression

Sexual harassment experienced by interns can have profound implications for their career progression. When harassment goes unattended to, it may force victims to leave the industry prematurely, depriving newsrooms of fresh talent and diverse voices. Additionally, the fear of harassment can deter

young women from pursuing journalism as a career, contributing to the under-representation of women in leadership positions in the industry.

Prevalence of Sexual Harassment in the Lives of Young Journalists

The fact that **54%** of journalists aged between 25 and 35 have experienced sexual harassment, highlights the endemic nature of this issue, particularly among the younger generation of journalists. It suggests that harassment is not an isolated problem but rather a systemic issue that is deeply ingrained in Kenyan newsrooms. This high prevalence may be attributed to a lack of effective mechanisms for reporting and addressing the vice.

Implications for Workplace Culture

The high prevalence of sexual harassment in the lives of young journalists reflects a deeply problematic workplace culture. It raises questions about the effectiveness of existing newsroom policies and mechanisms for addressing such harassment. When a significant portion of a newsroom's workforce is

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subjected to harassment, it is indicative of a culture that tolerates or ignores such behaviour. This can create a hostile work environment that impacts the mental and emotional well-being of journalists. It also underscores an extensive media capture by patriarchal patronage.

Under-reporting and Stigmatisation

One crucial aspect to consider is the under-reporting of sexual harassment due to fear of retaliation or stigma towards the affected journalists. The actual prevalence of harassment may be even higher than is reported as many victims may choose not to disclose that they have fallen prey to it. This under-reporting further underscores the need for comprehensive policies, support systems, and awareness campaigns within newsrooms, to encourage reporting and to protect victims.

Urgent Need for Change

The findings regarding sexual harassment among female interns and young journalists emphasise the urgent need for reform in Kenyan newsrooms. News organisations must take proactive measures to create safe and inclusive environments, provide channels for reporting harassment, and ensure that perpetrators are held accountable for this crime. Additionally, mentorship and support programmes for interns and early- career journalists can help mitigate vulnerability.
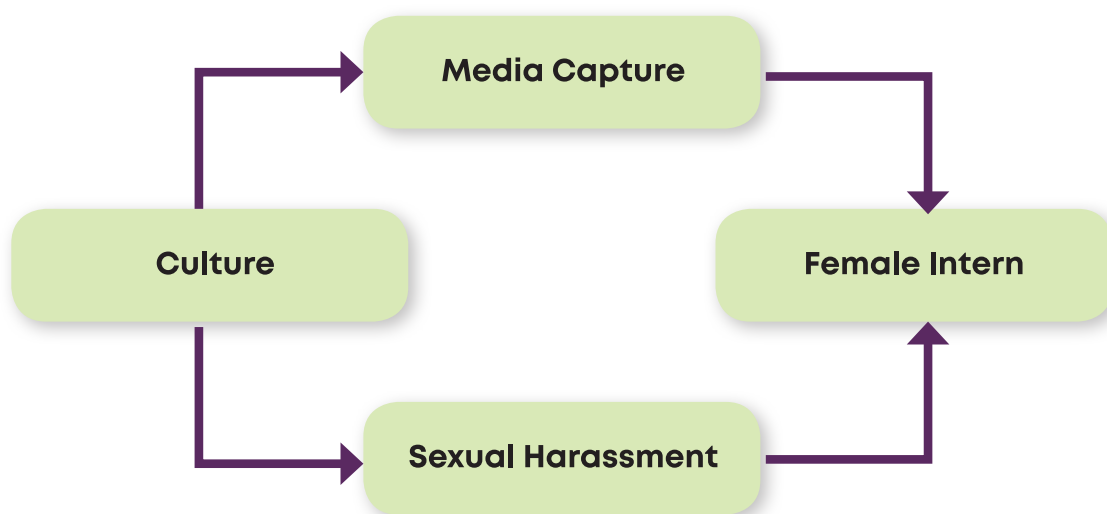
Figure 6. Interns, Culture, Sexual Harassment and Media Capture

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1.1.2 Forms of Sexual Harassment

Sexual harassment takes various forms, each with its own set of challenges and implications:

Verbal Harassment

Inappropriate comments, remarks, or jokes of a sexual nature contribute to hostile work environments and can lead to motional distress.

Physical Harassment

Unwanted physical advances, touching, or groping violate personal boundaries and can create feelings of vulnerability and powerlessness.

Cyberspace sexual Harassment

Through online platforms, individuals can experience sexual harassment, including explicit messages, unsolicited explicit content, and online shaming.

Figure 7. Forms of Sexual Harassment

Workplace Harassment: Hostile work environments where individuals are subject to pervasive sexual comments, derogatory remarks, and other forms of misconduct contribute to a toxic atmosphere (Holden, Baker and Edelman, 2019).

60%
of respondents have been sexually harassed at work

"Mostly Verbal sexual harassment"

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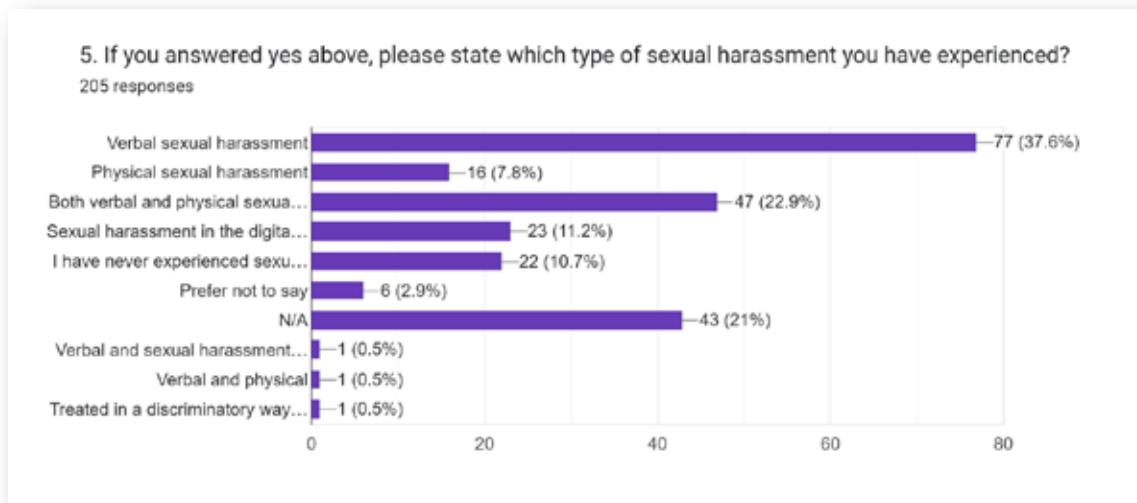
Figure 8. Types of Sexual Harassment

The revelation that **59%** of journalists in Kenyan newsrooms have experienced sexual harassment paints a distressing picture of the pervasive toxic work environment within the media landscape in Kenya. This reveals a deeply entrenched culture of gender-based discrimination and abuse, which not only undermines the rights and dignity of individuals, but also corrodes the very foundations of a healthy and productive workplace. In such a toxic setting, trust among colleagues is eroded, leaving journalists feeling vulnerable and hesitant to report sexual harassment due to fear of retaliation or negative professional repercussions. This atmosphere stifles open discourse and collaboration in media houses, hindering the free exchange of ideas and the pursuit of journalistic excellence. Moreover, the toll on the mental and emotional well-being of journalists in such an environment cannot be overstated, as persistent stress, anxiety, and trauma can lead to burnout and significantly compromise their ability to fulfil their roles in the work place effectively.

1.1.3   A Description of our Methodology

Qualitative research was conducted using an extensive document review, including an online questionnaire distributed through Google Forms. Respondents were assured of anonymity throughout the data gathering process. The online survey received responses from 240 individuals, including journalists, academics, communicators, and other professionals. Notably, 148 respondents were journalists. Additionally, there were 25 Key Informant Interviews (KIIs), involving 20 journalists and

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5 academics. Quotations in this report are derived from the KIIs and are labelled using numbers to deliver on the promise of anonymity for all respondents.

1.2 Sixteen (16) reasons why Sexual Harassment needs to be Curbed

1

Gender Inequality and Discrimination
"Gender inequality persists in Kenya, leading to power imbalances that contribute to sexual harassment." *Respondent 3*

2

Violence against Women and Girls
"Kenya has alarmingly high rates of violence against women and girls, including sexual harassment." *Respondent 6*

3

Workplace Culture and Power Dynamics
"Hierarchical structures in workplaces often enable sexual harassment." *Respondent 5*

4

Economic Dependence
"Many victims fear losing their livelihoods if they report sexual harassment, as they may be economically dependent on their jobs." *Respondent 1*

5

Normalisation and Acceptance
"Sexual harassment is often normalized and accepted in Kenya." *Respondent 7*

6

Lack of Awareness and Education
"Many individuals lack awareness of what constitutes sexual harassment." *Respondent 7*

7

Legal Gaps and Inadequate Enforcement
"Existing laws do not comprehensively address sexual harassment." *Respondent 7*

8

Impacts on Mental Health
"Sexual harassment can lead to psychological trauma, anxiety, and depression." *Respondent 10*

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9

Career and Professional Impacts

"Sexual harassment can derail career prospects and hinder professional growth." *Respondent 10*

10

Under=reporting and Stigmatisation

"Victims often fear stigma, victim-blaming, and lack of support if they report sexual harassment." *Respondent 10*

11

International and Regional Commitments

"Kenya is a signatory to international agreements such as (The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Maputo Protocol, which mandate addressing gender-based violence, including sexual harassment." *Respondent 4*

12

Activism and Advocacy

"Civic organisations and activists are working to raise awareness and advocate for policy changes, demonstrating the urgency of addressing sexual harassment." *Respondent 4*

13

Impact on Productivity

"Sexual harassment leads to reduced productivity and increased turnover in workplaces." *Respondent 15*

14

Legal Reforms and Policy Changes

"Recent discussions around introducing specific laws against sexual harassment in the workplace have brought the vice to the forefront of legislative and policy reform agenda." *Respondent 12*

15

Digital Space and Cyber Harassment

"The rise of technology has brought about new forms of harassment including the sexual kind, in the digital space, necessitating an update to legislation." *Respondent 12*

16

Impact on Access to Opportunities

"Sexual harassment can limit women's access to educational and professional opportunities, contributing to broader gender disparity." *Respondent 11*

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1.3 Laws and Regulations Addressing Sexual Harassment of Journalists in Kenyan Workplaces

Sexual harassment within workplaces, including the media sector, is a pressing concern that demands a robust legal framework for ensuring its prevention and effective resolution. Several legislations and guidelines have been formulated to address sexual harassment of journalists in Kenya, including the following

"The challenge is not the absence of laws and regulations against sexual harassment, but rather an issue of fear of the stigma attached to being publicly known or viewed as a victim."
KII respondent 15.

Table 1. Comparison of Laws

Local Laws	International Laws
The Kenya Constitution, 2010 (Article 27 & 29)	The UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
Sexual Offences Act, No. 3, 2016	The International Labour Organisation Discrimination (Employment and Occupation) Convention (No.111)
Employment Act, 2007	The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (better known as the Maputo Protocol)

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Legal Framework in Kenya

Kenya's legal framework includes: the Kenya Constitution, 2010; , the Sexual Offences Act, 2006; and the Employment Act,2007, which all are meant to protect individuals from sexual harassment in various settings, including the workplace. Despite these legal provisions, there are notable inadequacies hindering their effectiveness in curbing sexual harassment.

Constitutional Safeguards

The Kenya Constitution, 2010, provides a fundamental basis for protecting individuals from various forms of discrimination, including gender-based discrimination and sexual harassment. It upholds the right to fair labour practices, security of the person, human dignity, and freedom from discrimination.. However, the Constitution primarily serves as a foundational document, lacking the specific mechanisms required to comprehensively address sexual harassment in the workplace.

The Sexual Offences Act, 2006

The Sexual Offences Act, 2006, plays a critical role in addressing sexual harassment by criminalizing such behaviour, albeit with certain limitations. One major shortcoming is that it does not apply to holders of public office, and overlooks occurrences of sexual harassment in private enterprises and non-governmental organisations. This narrow focus limits its capacity to provide universal protection against sexual harassment in the workplace.

The Employment Act, 2007

The Employment Act of 2007 explicitly addresses sexual harassment in the workplace but it is plagued by limitations. While it defines sexual harassment and mandates employers with twenty or more employees to issue a policy statement on sexual harassment, it places significant onus on the victim to prove unwelcome advances. This requirement can be a barrier to reporting such cases as victims may fear repercussions, or may be unable to provide conclusive legal evidence. Moreover, the Act's provisions lack the robust enforcement mechanisms needed to hold perpetrators accountable for the sexual harassment.

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Reasons for Inadequacy

Several factors contribute to the inadequacy of these legal frameworks in curbing sexual harassment effectively, including:

1. Broad legal definitions make it challenging to distinguish harassment from non-harassment, which hinders reporting and adjudication.

2. Placing the burden of proof regarding the sexual harassment case on victims discourages reporting and protects the perpetrators.

3. Lack of effective enforcement mechanisms allows perpetrators to escape accountability, and this fosters a culture of impunity.

4. The focus on public office holders and larger employers overlooks sexual harassment in smaller enterprises, informal sectors, and non-governmental organisations.

> *"There is a significant fear of victimization, exacerbated by the fact that many perpetrators receive lenient penalties. While some have been dismissed from work, the number is minimal."*
> *KII respondent 23.*

There seems to be a disconnect between current legal provisions and awareness levels about sexual harassment. This can be attributed to the lack of universal legislation accessible to all organisations. Currently, there is no universal and standardised legislation applicable in all newsrooms, and this results in varying levels of safety in them for journalists. This situation amounts to media capture by patriarchal interests, disadvantaging female journalists who work in newsrooms that do not have the maximum legal protection.

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6. In your opinion, which factors do the media portray as being more responsible for sexual harassment in Kenya? Select as many answers as you find applicable.

235 responses

Figure 9. Portrayal of Sexual Harassment

25. Do you know of any perpetrators of sexual harassment at your workplace?

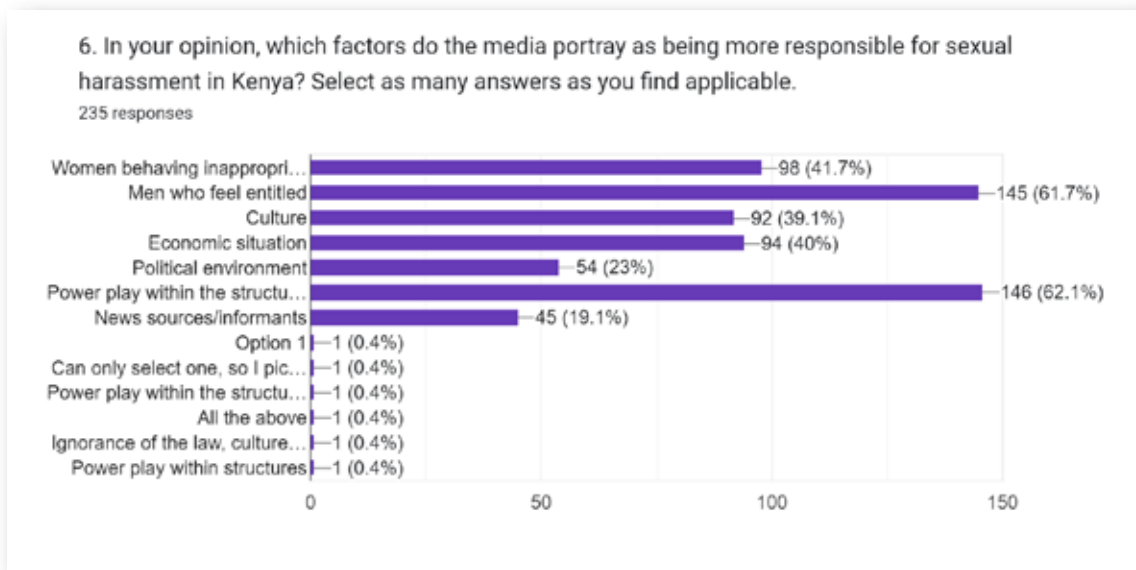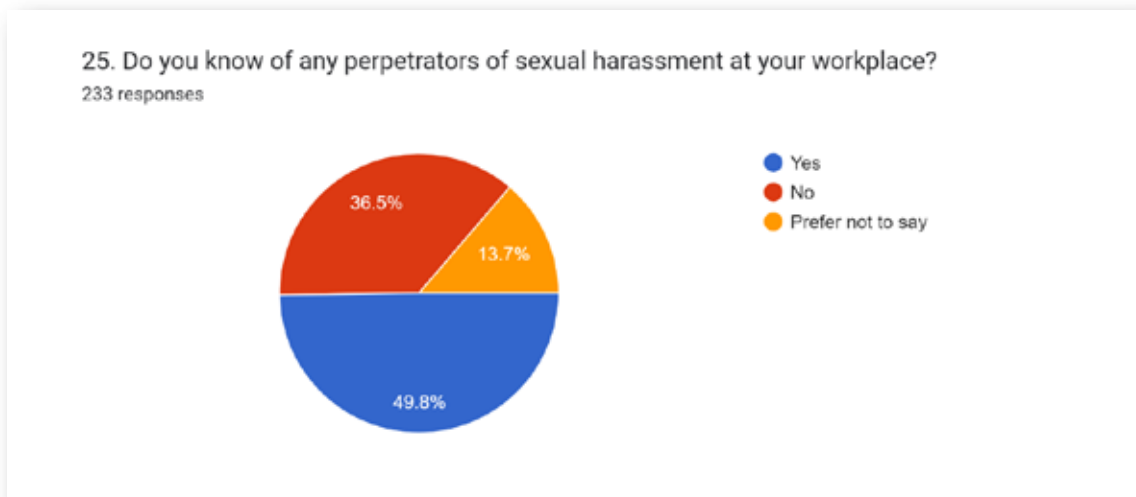233 responses

Figure 10. Perpetrators of Sexual Harassment

A similar notion is buttressed by the fact that many respondents confirmed that they knew perpetrators who were escaping the long arm of the law and were therefore getting away with sexually harassing their colleagues in the workplace.

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1.4   Factors Militating against Journalists in Kenya Reporting Sexual Harassment

Figure 11. Reasons for not Reporting

1.5   KII's 10 insights on Some Reasons for not Reporting Sexual Harassment:

Table 2. Insights into not Reporting Sexual Harassment

01 **Fear of Retaliation**	"One of the most significant barriers that journalists encounter is the fear of retaliation. Journalists often work in close-knit professional circles, where reporting sexual harassment might lead to strained relationships, isolation, and even professional backlash. The fear of being ostracised or facing negative consequences regarding their career advancement stifles victims' willingness to come forward about it." ***Respondent 3***
02 **Stigma and Victim-Blaming**	"Cultural norms and societal attitudes contribute to the stigmatisation of victims of sexual harassment. Victims might fear being labelled as troublemakers, or facing victim-blaming, where their character is questioned and they are held responsible for the very harassment they have experienced. This further perpetuates the culture of silence and discourages other victims from seeking help." ***Respondent 7***

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03 **Inadequate Reporting Mechanisms**	"The lack of well-defined and trustworthy reporting mechanisms within media organisations presents a substantial barrier to journalists confidently exposing the vice . The absence of clear guidelines and procedures can lead to confusion and apprehension about how to initiate a sexual harassment complaint." *Respondent 9*
04 **Power Imbalance and Hierarchies**	"Power dynamics play a significant role in the ability to report sexual harassment. In many cases, perpetrators hold positions of authority, making it challenging for victims to come forward without fearing repercussions. Reporting against a superior might not only threaten job security but also disrupt established power structures." *Respondent 11*
05 **Normalizing Behaviour**	"Workplaces for journalists, like any other, can normalise inappropriate behaviour if incidents are not dealt with promptly to ensure justice is served to its victims. When sexual comments, jokes, or advances become commonplace, victims might hesitate to report them, thinking they are part of accepted culture." *Respondent 14*
06 **Lack of Awareness and Education**	"A lack of awareness about what constitutes sexual harassment, and the rights of victims, contribute to the under-reporting of incidents. Journalists might not recognise certain behaviour as sexual harassment, or they may be unaware of the legal protection regarding it, that is can be applied in such cases to protect them." *Respondent 15*
07 **Fear of Negatively Impacting One's 'Reputation**	"Journalists often fear that reporting harassment might negatively impact their professional reputation or future job prospects in the industry. This fear can lead to a sense of powerlessness and internal conflict between seeking justice and preserving one's career." *Respondent 17*
08 **Ineffective Support Systems**	"Inadequate support mechanisms for victims can discourage reporting sexual harassment. If victims do not believe they will receive the necessary support and assistance they deserve, they might choose to remain silent." *Respondent 19*
09 **Legal and Cultural Barriers**	"The legal framework and cultural norms in Kenya can also present barriers to reporting sexual harassment. Victims might perceive the legal process as arduous, costly, and ineffective, and this will discourage them from pursuing legal action against their harassers." *Respondent 3*
10 **Lack of Confidentiality**	"Concerns about confidentiality by those they report sexual harassment o, are prevalent among journalists. Many fear that reporting an incident might lead to their identity being revealed, causing further distress and anxiety in the workplace." *Respondent 3*

Sexual Harassment and Kenyan Institutions

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Chapter Two:

Sexual Harassment and Kenyan Institutions

"Of the journalists in Kenya, 69.5% are unaware of regulations or policies designed to support reporters when addressing issues of sexual harassment within newsrooms"

2.1 Media organisations' Contribution to Combatting Sexual Harassment in Kenya

Media organisations have a pivotal role to play in fostering safer and more respectful workplaces.

2.1.1 Establishment of Clear Policies

Media organisations are increasingly prioritizing the development and implementation of comprehensive anti-sexual harassment policies. These policies articulate the organisation's commitment to preventing and addressing sexual harassment, as they offer clear definitions, reporting mechanisms, and consequences for violations. By establishing a framework that leaves no room for ambiguity, media houses demonstrate their dedication to creating a safe environment for all employees. Despite these efforts, many respondents believe there is still much to be done in addressing ineffective policy implementation.

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7. In your experience is there an editorial policy in Kenyan media organisations to assist reporters in covering stories on sexual harassment?
235 responses

Yes
No
I don't know
None that I've heard of.
I don't know
NONE THAT I KNOW OF
It is not outrightly stated
I'm not sure

65.5%
28.9%

1/2
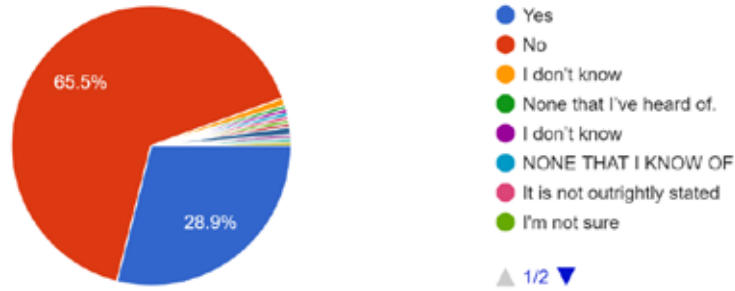
Figure 12. Editorial Policy

8. Do you know of any editorial policies or guidelines which are effective in assisting reporters when reporting on sexual harassment in the Kenyan ...dia organisations/institutions that you represent?
230 responses

Yes
No
Not a practicing journalist
Media Council of Kenya follow up with such cases.

70.9%
28.3%
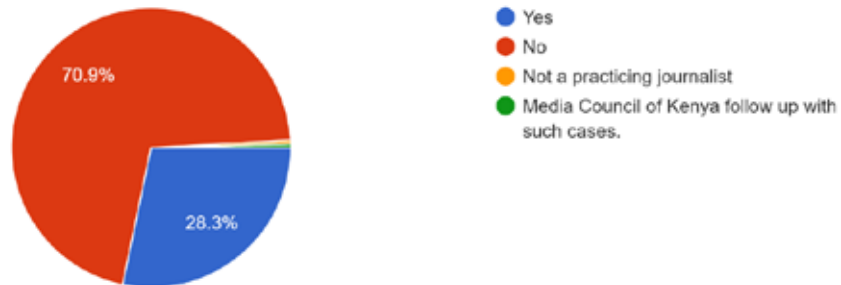
Figure 13. Editorial Guidelines

The alarming statistic that 69.5% of journalists in Kenya are unaware of regulations or policies designed to support reporters when addressing issues of sexual harassment within newsrooms, reflects a deeply concerning systemic issue that requires urgent attention. To tackle this critical problem effectively, it is imperative that media organisations, government authorities, and relevant stakeholders collaborate to raise awareness about existing regulations, develop comprehensive and accessible policies, and establish training and support mechanisms for journalists.

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2.1.2 Training and Workshops

Many media organisations are investing in training and workshops aimed at raising awareness about sexual harassment and promoting a respectful workplace culture. These programmes educate employees about their rights, consent requirements in interpersonal relationships, and the different forms of harassment that exist. Additionally, they address unconscious biases and challenge traditional gender norms, and they foster a better understanding of the vice. They also encourage bystander intervention. Unfortunately, most respondents indicate there are not enough training workshops on sexual harassment.

14. Have you ever attended workshops or seminars on how to improve on reporting sexual harassment issues in Kenya?
230 responses

- Yes
- No

71.3%

28.7%
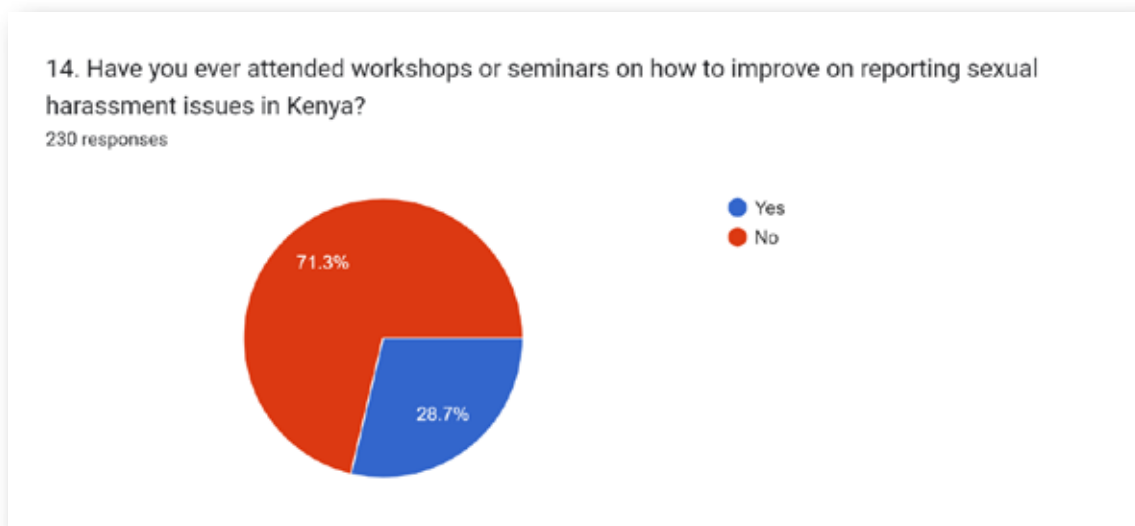
Figure 14. Workshop Seminar Attendance

The fact that 71.3% of respondents have not attended workshops or training related to reporting sexual harassment issues highlights the significant absence of such education, and their negative impact on workplace dynamics, safety of journalists from sexual harassment, and the overall well-being of employees in Kenyan newsrooms.

2.1.3 Supportive Reporting Mechanisms

Recognising the importance of providing safe avenues for reporting, media organisations are implementing robust reporting mechanisms that are confidential, non-retaliatory, and accessible to all their employees. By creating an environment where victims feel empowered to report incidents without fear of backlash, media houses are making a significant contribution to combating sexual harassment. However, it

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is worth noting that there is currently a lack of reporting mechanisms in some media houses.

The statistics that only 42.6% of journalists are aware, 33.2% are unaware, and 21.3% are uncertain whether the organisations they work for, or to which they are affiliated, allow them to report a sexual harassment incident anonymously, highlight a concerning lack of clarity and consistency in addressing the critical issue of sexual harassment in the media industry. Anonymity is a crucial element in empowering victims to come forward and report instances of sexual harassment without fear of retaliation or exposure. The fact that a significant portion of journalists is either unaware or uncertain about whether their organisations offer this option indicates a need for clear, transparent, and easily accessible policies and procedures in media houses.

2.1.4 Awareness Campaigns

Media organisations are utilising their influential platforms to raise awareness about sexual harassment. Through media campaigns, articles, and features, they are educating the public about the issue and advocating for change. This dual role as both advocates and educators can have a ripple effect, encouraging discussions and promoting societal change even within the media houses. Unfortunately, editorial policies currently lack guidance on how to report on sexual harassment, and there is also limited awareness of the current interventions being implemented.

■ Agree 19%   ■ Disagree 53%   ■ Not aware of any 17%   ■
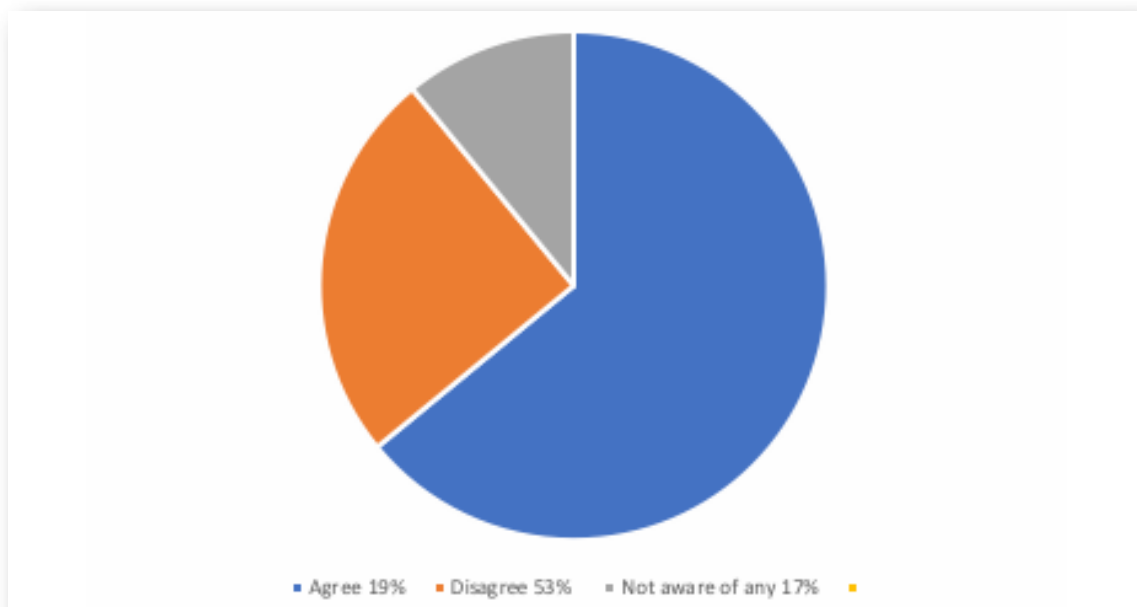
Figure 15. Editorial Policy

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The important question to ask is whether editorial policies in Kenyan media houses sufficiently guide journalists/communicators on how cover sexual harassment stories?
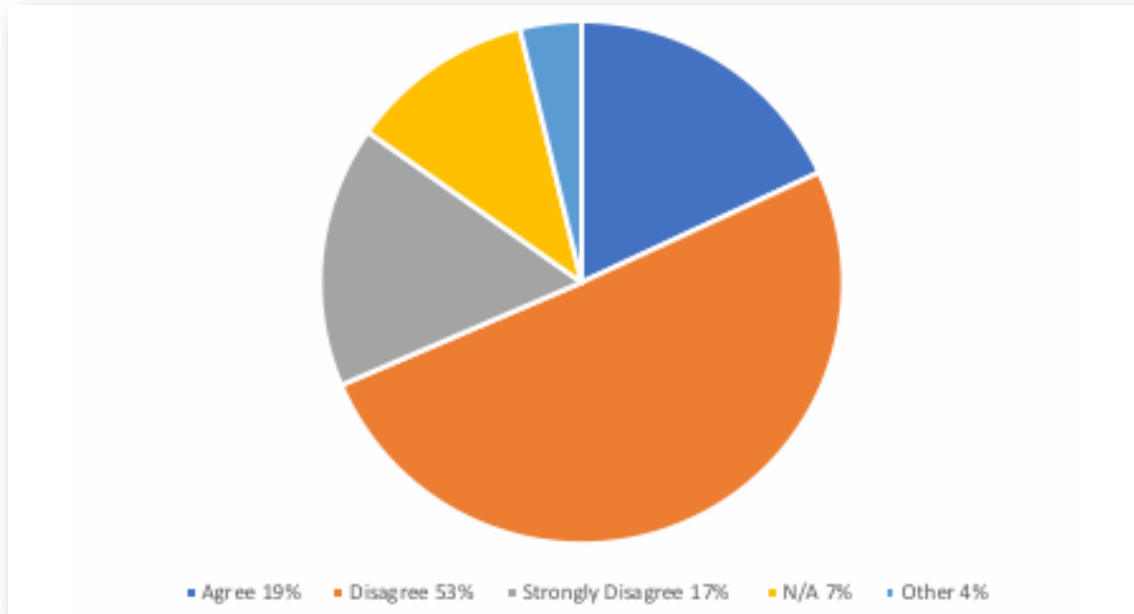
Figure 16. Editorial Guidelines

The fact that **53%** of respondents disagree that editorial policies provide adequate guidance for reporting sexual harassment has several ramifications, including:

1. It sends a clear signal that they lack trust in the reporting mechanisms that exist. This can foster a culture of fear and silence, where victims are reluctant to report sexual harassment incidents due to doubts about the system's effectiveness in dealing with them.

2. It contributes to a culture of silence surrounding sexual harassment. Employees may feel unsupported or uncertain about how to navigate the reporting process, leading them to remain silent about their experiences.

3. It can hinder the reporting of sexual harassment cases. Victims may be concerned that their reports will not be taken seriously, or that their confidentiality will not be protected, further eroding trust in the system.

4. Victims may experience heightened levels of stress, anxiety, and emotional distress. This can have a detrimental impact on their mental health and overall well-being and productivity in their work.

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2.1.5 Cultivating a Supportive Environment

Media organisations are making efforts to create a supportive environment that encourages open dialogue. They are facilitating conversations about sexual harassment within the workplace and providing avenues for employees to voice their concerns. This inclusivity helps foster a sense of belonging and solidarity among employees, making them more likely to report incidents and support their colleagues. Furthermore, there is a need to promote additional mechanisms for anonymous and safe reporting.

11. Does the organization/newsroom/institution that you represent or affiliate to allow you to report a sexual harassment incident anonymously?
229 responses
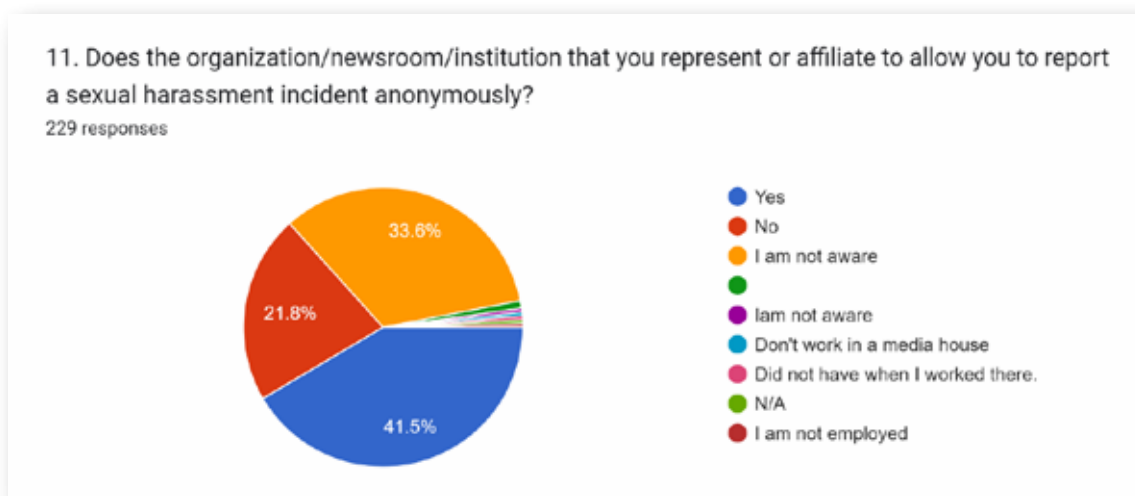
Figure 17. Extent of Anonymous Reporting of Sexual Harassment in Newsrooms

2.1.6 Accountability by Leaders in Media Organisations

Leadership within media organisations is accepting responsibility in addressing sexual harassment. By setting a positive example through the enforcement of policies and holding perpetrators accountable for their sexual harassment crimes, leaders in media organisations are sending a clear message that such harassment will not be tolerated. This commitment from the top filters down, creating a culture of respect throughout the organisation. It also helps deal with perpetrators who are not being adequately punished.

2.1.7 Collaboration with External organisations

Media organisations are collaborating with external organisations and NGOs that specialize in combating sexual harassment. These partnerships provide access to expertise, resources, and best practices

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that can be integrated into media organisation's policies and initiatives. It is important to amplify the visibility of initiatives designed to protect victims of sexual harassment.

2.2 Civic Organisations Fighting against Sexual Harassment of Journalists in Kenya

Civic organisations play a crucial role in advocating for the rights and well-being of women journalists, particularly in the context of combatting sexual harassment. Some civic organisations mentioned in the online survey, that are playing this advocacy role, include:

Table 3. Civic Organisations Fighting Sexual Harassment

Civic organisation	Role and Activities	Interest and Goals
Kenya Media Council	Regulation, ethics	Media credibility, ethics
Association of Media Woen in Kenya	Empowerment, advocacy	Gender equality, women's rights
Kenya Correspondents Association	Advocacy, representation	Media freedom, professionalism
Journalists for Human Rights	Advocacy, representation	Media freedom, professionalism
Women in News	Advocacy, representation	Media freedom, professionalism
Kenya Editors Guild	Empowerment, advocacy	Media freedom, professionalism
Kenya Union of Journalists	Advocacy, representation	Media freedom, professionalism
International Association of Women in Radio & Television	Advocacy, representation	Media freedom, professionalism
Association of Freelance Journalists	Advocacy, representation	Media freedom, professionalism
Kenya Media Sector Working Group	Advocacy, representation	Media freedom, professionalism

Despite the presence of several organisations involved in the battle against sexual harassment, many respondents indicated that they are not aware of the actual interventions and initiatives being implemented by these organisations. This suggests a need for a more aggressive implementation of the Maanzoni Declaration of 2021, which, among other things, aims to combat sexual harassment.

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Figure 18. Awareness of Prevention Initiatives
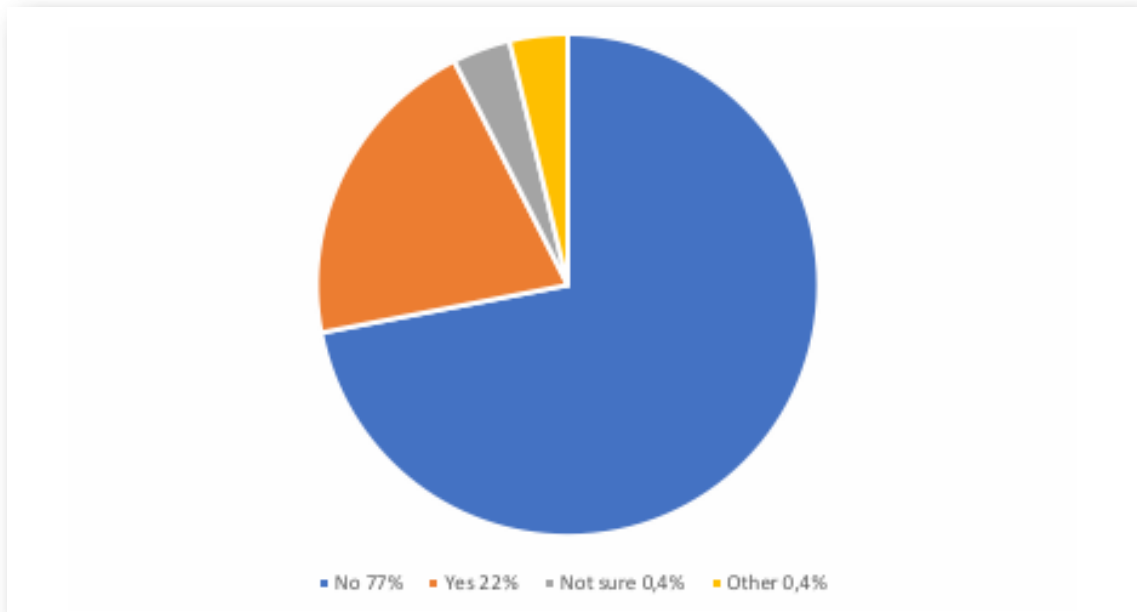
Are you familiar with any sexual harassment prevention initiative that has been implemented within the Kenyan media landscape?

"I think the biggest challenge with regards to sexual harassment is not the absence of awareness but of specific interventions that can erode the cultural baggage and transform negative attitudes that are prevalent among journalists"
KII respondent 25.

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Preventing Sexual Harassment of Journalists at the Workplace in Kenya: Strategic Interventions

24. Which of the following interventions do you think would be most appropriate and effective in creating a safe working environment in the workplace in Kenya?
230 responses
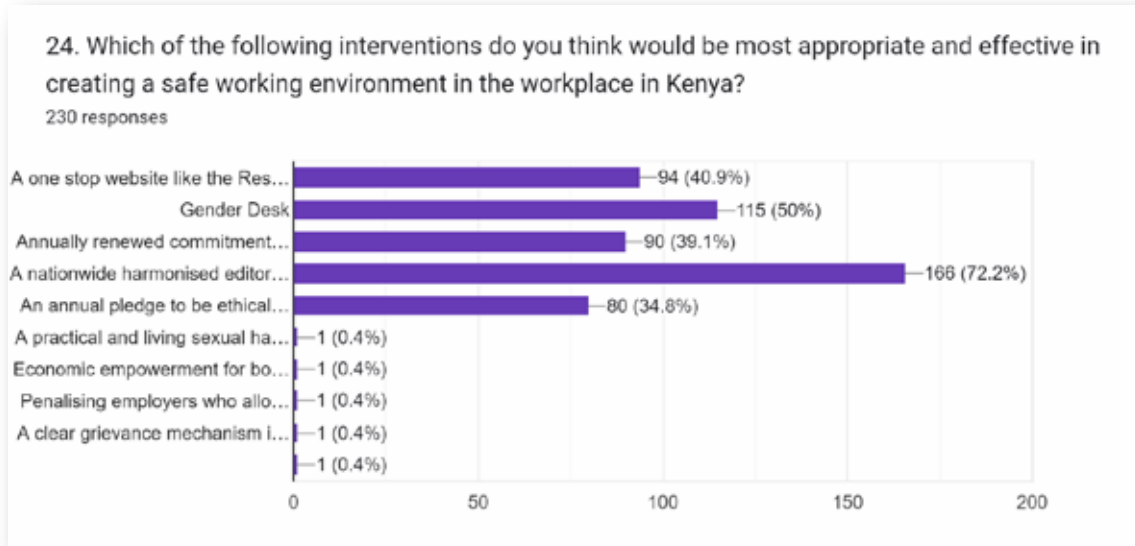
Figure 19. Strategic Interventions

The above statistics illustrate a significant gap between policy formulation and implementation. While there is evident progress in recognising the urgency of addressing sexual harassment in media organisations, the actual adoption and effective execution of anti-sexual harassment policies remain limited. Our findings support the observation made by Obiria (2023) that as of August 2023, approximately 9 media houses have formally adopted an anti-sexual harassment policy formulated by Journalists for Human Rights in collaboration with AMWIK in 2022. Similarly, resolution number 11 of the 2021 Maanzoni Declaration aims to curb sexual harassment.

To ensure meaningful protection of journalists from sexual harassment, it is imperative that media organisations across Kenya prioritize not only the formulation of anti-sexual harassment policies, but also their implementation. This process should involve the active participation of journalists and stakeholders, including unions and advocacy groups, to ensure that policies are comprehensive, accessible, tailored to the unique needs of the media industry, and implemented. A holistic approach is essential to disentangle networked patriarchy and dissolve media capture.

Recommendations and Tracking of Progress

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Chapter Three:

Recommendations and tracking of progress

"We can't improve when we can't measure."
— Bharath Mamidoju —

3.1 Twenty-Two (22) Prescriptions

01 **Media Ethics Workshops**

Organise workshops and training sessions on media ethics that explicitly address sexual harassment and endorse appropriate workplace behaviour.

The importance of media ethics workshops cannot be over emphasised. They serve as a platform for raising awareness about the issue of sexual harassment. In many cases, individuals may not fully understand what constitutes sexual harassment, which can lead to under-reporting or tolerating inappropriate behaviour. Workshops provide an opportunity to educate journalists and newsroom staff on recognising various forms of sexual harassment, and empowering them to identify and address it.

Workshops contribute to a cultural shift within media organisations. By fostering discussions around respect, consent, and gender equality, sessions in these workshops help lead to a workplace environment where harassment is unacceptable and dealt with. Journalists who participate in these workshops are more likely to adopt behaviours and attitudes that promote a respectful and inclusive culture that does not tolerate sexual harassment.

Addressing sexual harassment through workshops can enhance the reputation of media organisations. Safe and respectful media workplaces are more attractive to employees, audiences, and stakeholders, and augment trust in the media, which is essential for journalistic integrity.

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02 Code of Conduct:

Revamp the code of conduct that explicitly prohibits sexual harassment and outlines consequences for offenders.

A revamped code of conduct for journalists in Kenya is crucial in addressing and curbing sexual harassment within the media industry. It provides clear guidelines on what is considered acceptable and unacceptable behaviour in the workplace. It specifically defines sexual harassment, and differentiates it from appropriate professional interaction. . This clarity empowers and enables journalists and media organisations to effectively identify and address instances of sexual harassment .

It can serve as an educational tool. By outlining the types of behaviours that constitute sexual harassment and emphasising zero-tolerance of it, it raises awareness among journalists about their rights and the importance of creating a safe and respectful work environment where sexual harassment is prevented.

It establishes accountability mechanisms and sets expectations for the behaviour employees at all levels in a media organisation: Journalists, editors, and management. When instances of harassment occur, the code provides a basis for holding perpetrators accountable and taking appropriate disciplinary action.

It ensures that media organisations are in compliance with the law. In Kenya, the Employment Act, 2007, requires employers to have policies in place to prevent sexual harassment. A revamped code can serve as the foundation for such policies to align them with legal requirements.

It can extend beyond individual media organisations to have a broader industry-wide impact. When multiple media outlets adopt similar standards and practices, it sends a strong message that the industry is united against sexual harassment. This can drive collective change and positively influence societal attitudes to curb the vice.

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03 Awareness Campaigns

Launch media campaigns to raise awareness about sexual harassment within the media industry, targeting journalists and the public.

Such campaigns, targeted at journalists and the public, serve as a proactive approach to address this pervasive issue.

Sexual harassment is often under-reported due to stigma, fear of retaliation, and lack of awareness about what constitutes harassment. Media campaigns can break the silence surrounding it by encouraging victims to share their experiences and seek psychosocial and other support. By fostering open dialogue, these campaigns empower individuals to confront such harassment.

Awareness campaigns play a pivotal role in educating journalists and the public about the various forms of sexual harassment, its consequences, and the rights of victims. Many individuals may not fully comprehend the extent of the problem, or may dismiss certain behaviours as trivial. Media campaigns help in shedding light on the issue and dispelling misconceptions.

Sexual harassment thrives in cultures of silence and complicity. Media campaigns can contribute to shifting workplace cultures by encouraging media organisations to adopt anti-harassment policies, foster respectful environments, and prioritize the well-being of their employees.

04 Internal Reporting Mechanisms

Establish confidential reporting channels within media organisations to ensure that journalists can report incidents without fear of retaliation.

Establishing confidential reporting channels within media organisations in Kenya is crucial for addressing sexual harassment. These channels encourage reporting without fear of retaliation, and they protect victims' identities and promote accountability through impartial investigations and disciplinary action.

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05 Ombudsman or Ethics Committees

Create internal ombudsman roles, or ethics committees, to address complaints of harassment independently and impartially. This may be easy to implement at the level of individual organisations and newsrooms.

Establishing internal ombudsman roles, or ethics committees, within media organisations in Kenya, to address harassment complaints independently and impartially, is a crucial step toward fostering a safe and respectful workplace.

Such are dedicated to addressing harassment complaints independently and impartially. IIt also ensures that investigations and resolutions are not influenced by internal biases or conflicts of interest, which therefore leads to fairer outcomes.

Having an independent body responsible for handling harassment complaints enhances trust and credibility within the media organisation. Journalists are more likely to come forward when they believe their complaints will be handled objectively, fairly, and without bias.

An ombudsman or ethics committee can establish clear procedures for investigating complaints, ensuring due and fair process for both the complainant and the accused. This fairness is essential in preventing false accusations and protecting the rights of all parties .

06 Regular Training on Harassment Prevention

Provide regular training to journalists, editors, and media managers on preventing, identifying, and addressing sexual harassment.

Regular training for journalists, editors, and media managers on preventing, identifying, and addressing sexual harassment is a critical component of creating safe and respectful work environments within the Kenyan media industry.

Training programmes raise awareness about what constitutes sexual harassment, its various forms, and its impact. This knowledge is essential for individuals to recognise and appropriately respond to such incidents.

Training equips journalists, editors, and media managers with the knowledge

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and skills to prevent sexual harassment from occurring in media houses. By understanding the boundaries and best practices that exist against sexual harassment in comparator organisations, media houses can proactively maintain respectful workplace interactions.

07 Mentorship and Role Models

Establish mentorship programmes that provide guidance and support to junior journalists, to foster a culture of respect and professionalism.

Establishing mentorship programmes for junior journalists within the Kenyan media industry is a strategic approach to fostering a culture of respect and professionalism, while mitigating the issue of sexual harassment.

Such programmes offer junior journalists guidance and support from experienced colleagues. This helps them navigate the complexities of the media industry, including identifying and addressing sexual harassment when it takes place.

Senior journalists can share their knowledge of ethical journalism practices, including how to recognize and report sexual harassment. This knowledge transfer is crucial for the professional development of junior journalists.

Mentorship provides junior journalists with role models who exemplify professionalism and respect. Observing these behaviours encourages them to emulate positive conduct and reject harassment.

08 Independent External Reporting

Partner with external organisations to create avenues for journalists to report harassment outside their workplace when internal reporting mechanisms fail.

Partnering with external organisations to create avenues for journalists to report harassment when internal mechanisms fail, is a crucial step in addressing and preventing incidents of sexual harassment within the media industry.

External organisations, especially those with expertise in harassment and human rights, can provide an independent and impartial platform for

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reporting the vice. This independence reduces the fear of bias or retaliation that journalists may experience when reporting only within their workplace.

External organisations can offer a higher level of confidentiality to whistle-blowers. Many journalists are hesitant to report harassment internally due to concerns about their identity being exposed. External partners can prioritize protecting the identities of those reporting harassment.

09 Journalists' Associations Involvement

Collaborate with journalists' associations to advocate for better working conditions including the prevention of sexual harassment.

Collaborating with journalists' associations acknowledges that sexual harassment is often a systemic issue that is deeply ingrained in the journalism industry. These associations can play a pivotal role in addressing the root causes, such as power imbalances, poor workplace culture, and inadequate reporting mechanisms. By advocating for better working conditions, the associations address the broader environment that allows harassment to persist.

Journalists' associations can serve as powerful platforms to amplify the voices of those who have experienced sexual harassment. They can provide a collective voice for survivors, making it more difficult for harassers and enablers to ignore or dismiss such abuse. This collective advocacy can help break the culture of silence that often surrounds sexual harassment.

Collaborative efforts involving journalists' associations can put pressure on media organisations to take sexual harassment more seriously. When industry associations advocate for prevention and better working conditions for journalists, it sends a clear message that this issue cannot be swept under the rug. Media outlets are more likely to be held accountable for their actions or lack thereof by such associations.

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10 Harassment-Free Newsrooms

Create a clear commitment to maintain harassment- free newsrooms, and to display posters and guidelines that emphasise zero tolerance for sexual harassment .

Creating a clear commitment to maintaining harassment-free newsrooms and displaying posters and guidelines that emphasise zero tolerance for it is a crucial step in addressing and preventing it within media organisations.

Posters and guidelines prominently displayed in newsrooms serve as constant reminders of the organisation's commitment to preventing sexual harassment. They raise awareness among employees about their rights and the available channels for reporting it.

When employees see clear guidelines and posters, they are more likely to feel empowered to report harassment. This can be especially crucial for victims who might otherwise remain silent due to fear, stigma, or uncertainty about the reporting process.

11 Gender Equality Policies

Develop and implement gender equality policies that ensure equal work opportunities and address power imbalances within newsrooms.

Developing and implementing gender equality policies in newsrooms is an essential step towards addressing power imbalances and promoting a more inclusive and equitable workplace.

Such policies are essential for rectifying existing gender disparities within newsrooms. They acknowledge that gender-based discrimination and disparities exist and commit to addressing them systematically.

These policies ensure that all employees, regardless of gender, have equal access to opportunities for career advancement, leadership roles, and professional development. This helps in reducing gender- based barriers that limit career progression in the newsroom.

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12   Support Services

Increase access to legal and psychological support services for journalists who experience harassment.

Increasing access to legal and psychological support services for journalists who experience harassment assists in safeguarding their well-being and ensuring a healthy and harassment-free work environment.

Reporting on sensitive and often distressing topics is part of the journalism experience. Experiencing harassment can exacerbate stress and anxiety in the lives of journalists. Psychological support services offer a safe space for journalists to cope with the emotional toll of harassment, and it reduces the risk of burnout and mental health issues.

Many journalists hesitate to report harassment due to fear of retaliation or lack of confidence in the reporting mechanisms. Access to psychological support can alleviate this fear, making journalists more likely to report incidents, thus enabling organisations to address harassment effectively.

13   Anonymous Reporting Platforms

Set up anonymous online platforms where journalists can report harassment incidents anonymously.

Establishing anonymous online reporting platforms is helpful in combating harassment within media organisations.

One of the primary challenges in addressing harassment is under-reporting due to fear of retaliation or social stigma. Such platforms provide a safe avenue for journalists to report incidents of sexual harassment without disclosing their identities, thereby encouraging more victims to come forward and share their experiences.

Whistleblowers play a vital role in exposing misconduct and wrongdoing. Journalists who witness harassment but fear reprisals can use anonymous platforms to report incidents without jeopardizing their careers or personal safety. This safeguards the integrity of journalism and ensures justice and healing for victims of such harassment.

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14 Awareness through Media Content

Produce media content such as documentaries, articles, and segments that shed light on the issue of sexual harassment within the media industry

Media content serves as a powerful tool for raising awareness about sexual harassment. Documentaries, articles, and segments can reach a wide audience and educate them about the prevalence, forms, and consequences of harassment. This increased awareness is a crucial first step toward positive prevention and change regarding sexual harassment.

Sexual harassment often thrives in environments of silence and secrecy. Media content can break this silence by giving survivors and whistleblowers a platform to share their stories. When prominent figures within the media industry speak out, it can inspire victims to come forward and share their experiences.

Media coverage can expose perpetrators and their actions to the public eye. This scrutiny can lead to public condemnation and consequences for the harassers, whether through loss of employment or legal action. Media content exposing sexual harassment can also serve as a deterrent, discouraging potential harassers.

15 Regular Monitoring and Reporting

Implement regular monitoring and reporting mechanisms to track incidents of sexual harassment and evaluate the effectiveness of interventions against it. A regular online survey can be distributed to ensure that progressive assessments of harassment trends are monitored and policies against it are implemented.

Regular monitoring and reporting mechanisms provide organisations with data on the prevalence and nature of harassment incidents. This data is invaluable for making informed decisions about interventions, policies, and training programmes on sexual harassment. It helps organisations understand the scope of the problem and identify areas that require immediate attention.

By consistently collecting data, organisations can identify trends and patterns related to sexual harassment. They can pinpoint whether specific departments, locations, or demographics are more vulnerable to it. This information is instrumental in tailoring interventions to address the vice effectively.

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Monitoring and reporting mechanisms allow organisations to assess the effectiveness of their anti-harassment interventions. They can track changes in reported incidents, as well as employee perceptions over time. This feedback loop helps organisations refine their strategies and make necessary adjustments to their programmes.

16 Collaborative Research

Conduct research on the prevalence and types of harassment within the media industry to inform targeted interventions.

Collaborative research on sexual harassment provides a systematic and evidence-based understanding of the extent and nature of it in the media sector. This information is essential to dispel any misconceptions, myths, or denials about the issue and helps stakeholders acknowledge the problem.

Conducting research brings the issue of sexual harassment to the forefront of public consciousness. It helps individuals and organisations to recognise that harassment exists within their sector, which is a crucial first step in addressing it effectively.

17 Media Awards for Gender-Sensitive Reporting

Introduce awards that recognize and encourage gender-sensitive reporting while creating a more inclusive media environment

Gender-sensitive reporting media awards can actively contribute to advancing gender equality in the media and in society at large. When media outlets are recognized and rewarded for covering gender-related issues in a fair and balanced manner, it encourages them to prioritise such topics. This, in turn, raises awareness about gender disparities, discrimination, and violence, while promoting more equitable reporting.

Media award winners become role models and set examples for other journalists and media organisations. When exceptional gender-sensitive reporting is celebrated, it encourages other journalists and outlets to follow suit, leading to a ripple effect of improved reporting practices.

Awards dedicated to gender-sensitive reporting can amplify the visibility of

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gender-related topics in the media. They draw attention to issues that might otherwise be overlooked or under-reported, such as gender-based violence, women's empowerment, and LGBTQ+ issues.

18 Editorial Policies and Guidelines

Include guidelines on respectful language and portrayal of gender issues in editorial policies.

Editorial policies with guidelines on respectful language and portrayal of gender issues reinforce the principles of responsible journalism. They remind journalists and media organisations of their ethical obligations to report accurately and impartially, particularly when it comes to sensitive topics like gender.

Guidelines help prevent the use of derogatory or harmful language that can perpetuate stereotypes, reinforce biases, or offend individuals and communities. By emphasising respectful language, media organisations can minimise the potential harm caused by insensitive reporting.

Gender stereotypes are often perpetuated by media portrayals. Clear guidelines encourage journalists to challenge these stereotypes and present a more nuanced and accurate representation of gender- related issues. This, in turn, contributes to breaking down societal stereotypes and prejudices.

19 Regular Dialogue and Feedback Sessions

Organise open dialogue sessions where journalists can discuss concerns, share experiences, and suggest improvements. This can be instituted through a website or another interactive digital platform.

Journalism can be a challenging and often isolating profession. Open dialogue sessions create a sense of community among journalists, offering them a space to connect with peers who face similar challenges and issues. This sense of belonging can boost their morale and mental well- being.

Journalists often confront unique challenges, including ethical dilemmas, safety concerns, and job-related stress. Open dialogue provides a platform to openly discuss these concerns, seek advice, and brainstorm on solutions,

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including for sexual harassment they might face. This can lead to the development of coping strategies and best practices.

Experienced journalists can share valuable insights and knowledge with their less-experienced colleagues. Open dialogue sessions facilitate the transfer of expertise, allowing journalists to learn from one another and improve their journalistic skills .

20 Government Collaboration

Collaborate with government bodies to ensure that media organisations adhere to laws and regulations related to sexual harassment prevention.

Kenya has faced instances of all types of harassment, threats, and violence against journalists, especially those reporting on sensitive issues such as politics, corruption, and human rights. Collaboration with government bodies reinforces the need to protect journalists from all forms of harassment, including physical attacks, cyber bullying, and even sexual harassment.

Kenya's Constitution upholds the principles of media freedom and freedom of expression. Collaborating with government bodies to prevent all types of harassment, including sexual harassment, aligns with constitutional principles and ensures that journalists can carry out their work without fear of intimidation, thereby promoting a free press.

Kenya has made significant strides in advancing gender equality. Collaborative efforts can ensure that media organisations adhere to laws and regulations related to gender-based harassment prevention, which foster a safer and more inclusive environment for female journalists who may face challenges unique to them.

Collaboration can enhance public trust in the media industry in Kenya. When media organisations are seen as upholding ethical standards and providing a safe working environment, they are more likely to earn the trust and respect of their audience.

Adherence to harassment prevention laws and regulations can positively impact Kenya's international standing by demonstrating a commitment to press freedom and human rights. This can attract foreign investments, partnerships, and collaborations in the media sector.

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21 Professional Networks

Encourage more networks and support groups among journalists to create solidarity against harassment.

Journalists often face high levels of stress, trauma, and emotional challenges in their line of work. Networks and support groups provide a safe space where journalists can share their experiences, vent their frustrations, and seek emotional support from colleagues who understand the unique demands of their profession.

Journalism can be an isolating profession, with reporters often working independently or in small teams. Networks and support groups among them can create a sense of community and belonging, reducing feelings of isolation and enhancing overall mental well-being.

Journalists in networks can exchange ideas, strategies, and best practices for dealing with any type of harassment, including sexual harassment. They can share tips on staying safe while reporting, handling threats, and mitigating online harassment, thereby increasing their collective resilience.

3.2 Suggested Ways of Measuring and Tracking Sexual Harassment

01 Anonymous Surveys

Create online surveys using free survey platforms to collect anonymous data on experiences of sexual harassment, perceptions, and barriers to effective reporting.

New communication technologies provide effective mechanisms to fight sexual harassment (Mwaura, 2020).

Kenya has experienced instances of harassment, violence, and threats against journalists, especially those covering sensitive topics like politics and corruption. Collecting anonymous data through online surveys can help assess the extent of risks to harassment, and provide insights into safety concerns journalists have.

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Journalists often under-report incidents of harassment due to concerns about job security and safety. Anonymous surveys create a secure space for journalists to share their experiences, and shed light on what would have gone unreported.

Surveys can help identify specific groups of journalists who are more vulnerable to harassment, such as women, freelancers, or those reporting from conflict zones. This information can inform targeted interventions and support services, including against sexual harassment.

02 Social Media Listening

Monitor social media platforms to identify conversations, hashtags, or stories related to sexual harassment in the media industry.

Social media platforms serve as a real-time barometer of public sentiment and concern. By monitoring these platforms, organisations, regulatory bodies, and advocacy groups can detect incidents of sexual harassment quickly and allow for a swift response to address the issue before it escalates.

Social media provides a powerful platform for survivors and witnesses to share experiences and stories of sexual harassment. These stories can raise awareness about the prevalence of the issue within the media industry and by exposing the vice, it helps regulatory bodies and media managers hold individuals and organisations accountable for such abuses.

Social media monitoring enables the collection of valuable data and insights regarding the nature and extent of sexual harassment in media houses. This data can be analysed to identify trends, patterns, and common perpetrators of the vice, thus helping organisations to develop targeted interventions and policies to curb it.

03 Online Reporting Platforms

Develop a simple and secure online reporting platform where journalists can anonymously share their experiences.

The media industry, has traditionally been male dominated, leading to power imbalances and a higher risk of sexual harassment targeting especially

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women journalists. A reporting platform helps address gender disparities by providing a mechanism for women to anonymously report harassment and discrimination, promoting a more equitable workplace.

Many countries, including Kenya, have laws and regulations that mandate workplaces to have mechanisms for reporting and addressing sexual harassment. Establishing a secure reporting platform ensures compliance with these legal requirements, protecting both journalists and media organisations from potential legal consequences.

04 Collaborative Research with Universities

Partner with universities to conduct joint research projects that involve students collecting and analysing data with guidance of experts.

Universities possess a wealth of research expertise across various disciplines, including sociology, psychology, gender studies, and journalism. Partnering with academic experts ensures that the research is conducted using rigorous and validated methodologies, enhancing the credibility and quality of the study.

Research on sensitive topics like sexual harassment requires careful attention to ethical considerations. Universities often have ethics review boards and established protocols for conducting research involving human subjects, including ensuring that the study respects the rights and privacy of participants.

Collaboration with universities when carrying out studies on sexual harassment enables expert guidance, and ensures academically sound findings of the studies.

05 Virtual Suggestion Boxes to Enable Anonymity

Set up physical or virtual anonymous suggestion boxes where journalists can submit their experiences without revealing their identity.

Journalists in Kenya often face threats, harassment, and even physical violence in the course of their work, especially when reporting on sensitive or controversial topics. Providing suggestion boxes in which journalists can

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anonymously report safety concerns and incidents without fear of retaliation will safeguard their physical and psychological well-being.

A crucial component of a free press is ensuring that journalists can work independently and without undue interference or intimidation. Suggestion boxes in which to put anonymous reports will help maintain press freedom by allowing journalists to voice concerns about censorship, political pressure, or obstacles to their work including sexual harassment.

Reporting workplace issues directly to supervisors or management can sometimes result in retaliation, jeopardizing a journalist's career. Such suggestion boxes therefore offer a layer of protection, encouraging journalists to report problems without fear of adverse consequences to their professions.

06 Research Fellowships

Offer research fellowships to journalism students to investigate sexual harassment issues within the media industry.

Conducting research on sexual harassment issues within the journalism industry in Kenya raises awareness about the problem. The findings can be used to inform stakeholders, including media organisations, journalists, policymakers, and the public, about the extent and nature of the abuse.

Through research fellowships, students can gather comprehensive data on the prevalence, types, and contexts of sexual harassment within the journalism field. This data can form the basis for informed decision-making and targeted interventions.

07 One-Stop Website

A website with all resources and links that assist people in dealing with sexual harassment can assist in gauging traffic and engagement over the issue.

A dedicated website serves as a central hub where individuals, including victims, can easily access information, resources, and support related to sexual harassment. It ensures that crucial materials are readily available and easily navigable, thus improving overall accessibility.

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The website can disseminate educational materials, articles, guidelines, and contact information for organisations and agencies that provide support for victims of sexual harassment. This information empowers individuals with knowledge about their rights and where to get assistance if they find themselves in danger of sexual harassment.

Increased traffic to the site will indicate that the website is effectively serving its purpose of addressing sexual harassment and supporting victims.

A well-promoted website can reach a wider audience even more than through the use of traditional awareness campaigns, as it can extend its reach to individuals who actively seek information and resources related to sexual harassment online.

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Annex 1: Research Project At a Glance

Media Organisations Interventions	Recommendations & Prescriptions	Swzul Health Tracking and Measurement
Establishment of Clear Policies	Media Ethics Workshops	Anonymous Surveys
Training and Workshops	Code of Conduct	Social Media Listening
Supportive Reporting Mechanisms	Awareness Campaigns	Online Reporting Platforms
Awareness Campaigns	Internal Reporting Mechanisms	Collaborative Research with Universities:
Cultivating a Supportive Environment	Ombudsman or Ethics Committees	Anonymous Mailboxes
Leadership Accountability	Regular Training on Harassment Prevention	Research Fellowships
Collaboration with External Organisations	Mentorship and Role Models	One-Stop Website
	Independent External Reporting	
	Journalists' Associations Involvement	
	Harassment-Free Newsrooms	
	Gender Equality Policies	
	Support Services	
	Anonymous Reporting Platforms	
	Awareness Through Media Content	
	Regular Monitoring and Reporting	
	Collaborative Research	
	Media Awards for Gender-Sensitive Reporting	
	Editorial Guidelines	
	Regular Dialogue and Feedback Sessions	
	Government Collaboration	
	Professional Networks	

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