

'No' Means No

Me Too Campaign and PSEA Orientation

01-10 December, 2018

COAST Trust

Introduction:

Me too campaign has been talking point around the world now, and in Bangladesh, girls/women are expressing sexual harassment issues against them. In light of this, COAST Trust thinks that all the colleagues should be informed of this campaign and our role would be in preventing sexual harassment and refrain from ourselves. In the same sequence, the COAST Trust has given the orientation of total 1280 staff in five regions of the organization namely Bhola, Cox'sBazar, Noakhali, Chittagong, Barisal and FDMN (Forcibly Displaced Myanmar Nationals in Ukhiya) during 01-10 December, 2018.

Why this campaign:

The aims of Me Too Campaign and sexual orientation is- what it means. At the same time, maintaining gender sensitive behaviors within the organizations and beneficiaries, why sensitive behavior is needed are highlighted among the staff. It is be mentioned that COAST has Protection from Sexual Harassment, Exploitation and Abuse (PSEA) according to the Supreme Court's directives delivered on May 14, 2009. According to the policy it has formed five regional gender relation development committees consisting 5 members in each. And also have gender focal who organize quarterly gender relation development meeting that is the space for female where they can file case/ incidents against male colleagues or beneficiaries.



The aim of this policy is to create equal dignity among men and women as well as to create anti-sexual harassment environment for women and beneficiaries. And it helps to establish such atmosphere by eliminating gender discrimination. Another goal of the policy is to create proper workplace where safety, security and equal opportunity for women will be ensured.

Following the global trend of Me Too campaign if any staff can post their experience of sexual harassment on facebook fist? No, if there is a space or policy we encourage them to take the opportunity and raise your voice against sexual harassment and gender based violence according to the policy. At the same time, we aware male staff to be gender sensitive and orient them PSEA policy as well. Otherwise they will be punished if any allegation raised against them and committee will find proven.

The objectives of this campaign:

1. To aware staff about MeToo Campaign
2. To play an active role in preventing sexual violence and sexual harassment within the organization and in action
3. Keep a proper view of what PSEA means
4. Maintain gender sensitive environment in the organization and field.

Main talking points of the orientation:

According to the objectives, we discussed among the staff the definition of sexual harassment, what our policy says, what types of words or attitude would be gender insensitive attitude. All we discussed with example happened in country or globe about sexual harassment. Apart from this we developed a pictorial e-booklet where we defined and described the definition of sexual harassment and how the committee will work after receiving any allegation on it was shared.

Glimpses of orientation below: (some quotations of the orientation)

What is gender sensitivity? How much do we understand or practice? What is sexual harassment? Discussing the questions that are clear among themselves.

Just touching or clinging on the body, not being harassed or tortured by force; any man is following or standing closely beside women intentionally, sending messages or photos-indicating that the girls/women are disturbed - all of these are sexual harassment.

Hey girl, does you understand more than me? These girls understand more, talk more. This is a problem with girls, just to take vacation with silly reason. Boss gives you so much opportunity as a girl, but don't with us. Why do you say so many things, where others do not talk so much, it is actually your problems. Don't misunderstand me, you do not really have to wear a dress like this. ---- There are thousands of such words that women listen to every day. And men believe that they have the right to say these things to women.



No, you cannot. These are all gender insensitive behaviors. Remember it. Please understand.

Put yourself in the place of a woman, think a woman is behaving or talking to you, what would you do or do? But with the women you have been doing this for years. It's time to change yourself now.

If you see the girl touching the opportunity, playing whistle; if you do not have a little tease, then what kind of men you are? Be careful! In these words/activities are sexual harassment. The High Court's directive is in place against them. So think once before doing all of the above.

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