

# VITA NA DHULUMA ZA KIMAPENZI **SI** SEHEMU YA MAADILI YA KAZI

Tabia zinazofuata hazikubaliki mahali pa kazi – na nyumbani vilevile!

## DHULUMA ZA KIMAPENZI

Ni tabia ya kuudhi, dhalimu, ya kudunisha, au uvamizi wowote kwa maneno/kumpiga mwenzako, ikiwa ni pamoja na kumgusa visivyofaa, ubakaji, na kutoa au kutaka ridhaa za kingono ili kupandishwa vyeo



## TABIA YA KUTISHIA NA VITISHO

K.v. kuharibu mali ya kampuni, kuonesha ngumi, au kuoneshana ishara yoyote ya kutaka kumuumiza mwenzako

## MATUSI

Kupiga kelele na kuapa, au kumtusi mwenzako, pamoja na kubeza kwa misingi ya jinsia



## MAPIGANO

Kumgonga, kumvuta, kumsukuma au kumpiga teke mwenzako

## DHULUMA ZA KIMTANDAO

Kumtumia mwenzako maneno, picha au michoro isiyofaa au ya kumtishia kupitia baruapepe, ujumbe wa simu, au kwa mitandao ya kijamii



**Vita na dhuluma za kimapenzi zinaweza kumpata yeyote. Hata hivyo, wanawake ndio walio katika hatari kubwa.**

**Endapo wewe ni mhasiriwa wa vita au dhuluma za kimapenzi, tafuta usaidizi!**

Mweleze mwenzako, Ofisi ya Rasilmali Watu, kiongozi wa muungano wa wafanyakazi, au usimamizi wa shamba au piga simu kwa: Kituo cha Kitaifa cha Kushughulikia Dhuluma za Kijinsia (GBV) 1195 (bila malipo) au kwa nambari ya **polisi 999/112**

# VIOLENCE AND SEXUAL HARASSMENT ARE **NOT** PART OF THE JOB

## HARASSMENT AND SEXUAL VIOLENCE

Behavior that alarms, humiliates, demeans, or verbally or physically abuses another person, including inappropriate touching and rape



## THREATENING BEHAVIOR AND THREATS

Such as destroying company property, shaking fists, or any expression of intent to harm another person

## VERBAL ABUSE

Such as shouting and swearing at, or insulting another person, incl. name-calling based on gender



## PHYSICAL ATTACKS

Such as hitting, shoving, pushing, or kicking another person

## CYBER-BULLYING

As in sending inappropriate or threatening wording, photos, or images by e-mail, text, or on social media



**Violence and sexual harassment could happen to anyone. However, women are most at risk.**

If you are a victim of violence or sexual harassment, reach out for support - to a colleague, Human Resource, labor union leader, or call: The National GBV helpline at 1195 (toll free) or Police helpline at **999/112**