

Learn how to ask "Are You Safe?"



1 Prepare yourself

- Wait until you have an opportunity to speak with the person alone.
- Know who it is in your community that you could support her in getting qualified help from. For instance, a One Stop Centre, a social worker, a health worker or a police officer.

2 Ask the question



- Say, "I'm worried about you, is there anything you would like to talk about?"
- Say, "Is everything okay? I'm worried about your safety."
- Say, "I am here for you if you ever need to talk to someone."

3 Listen



- Don't pressure them to talk if they are uncomfortable.
- It's important that you believe them.
- Don't dismiss what they are saying as not that serious or something small.
- Don't ask for specific details, just let her tell you what she wants to / feels comfortable in sharing.
- Acknowledge that talking about gender-based violence is hard and that it is very brave of her to be telling you what she has been experiencing.
- Tell her that what she has or is experiencing is not her fault and that she has done nothing wrong.

4 Support her in getting help:



- Say "What can I do to help you?"
- Ask "Would you like to speak to someone who is trained in supporting people that have experienced violence like what you have shared with me?"
- Say "I can come with you to the One Stop Centre / social welfare office / police station if you would like me to."
- Reassure her that there are people who can help make sure her family knows she is not to blame for the violence.

5 Follow Up:



- Follow up the next day or a few days later on your conversation.
- Ask "How are you feeling after our conversation?"
- Say "I'm here for you if you would like to speak again".
- If she did not want to speak to any of the places you suggested, say "Have you thought any more about speaking to someone trained to support people who have / are experiencing violence?"

Where to get support for Gender Based Violence?

If a life is in danger or you are worried about your own safety, contact the police immediately.

Support for gender-based violence is available at any of the following services: Note! It is important that a survivor is not forced to report the violence she has / is experiencing.

- Lifeline Childline
- Social worker
- Police
- Health Worker
- School Guidance Counsellor (for school related GBV)
- Ministry of Labour (for work related GBV)
- Unions and Commissions (for work related GBV)



Help is available!
 Call Toll Free Line: Lifeline Childline 933
 Visit: Police | One Stop Centres | Hospitals | Social Workers | Ministry Of Labour



Are You Safe?

at Work . at Home . at School

It's time to end the silence on gender-based violence

Do you know that many people experiencing gender-based violence will never tell anyone what is happening to them?

Do you also know that friends, family or work colleagues often suspect something is happening but are too scared to ask if a person is safe because they don't want to get involved?

Gender-based violence is not a private issue. It affects us all. We need to be brave and ask if someone is safe, and to offer them our support. With the right approach, your support can make a real difference. It may even save her life.



What is Sexual Exploitation Abuse and Harassment In The Workplace (SEAH)?

Sexual exploitation, abuse and harassment in the workplace is any unwelcome sexual or conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated. It is frequently perpetrated by those with power over someone with lesser power.

Examples of SEAH behaviour includes:

- ✓ unwelcome touching;
- ✓ staring or leering;
- ✓ suggestive comments or jokes;
- ✓ sexually explicit pictures or posters;
- ✓ unwanted invitations to go out on dates;
- ✓ unnecessary familiarity, such as deliberately brushing up against a person;
- ✓ promises of job promotion or salary increases in exchange for sexual act;
- ✓ threats of termination or loss of benefits if refusal to perform sexual act;
- ✓ sexually explicit emails or SMS text messages.

What is Intimate Partner Violence?

Intimate partner violence (IPV) is abuse or aggression that occurs in a romantic relationship. "Intimate partner" refers to both current and former spouses and dating partners. IPV can include any of the following types of behavior:

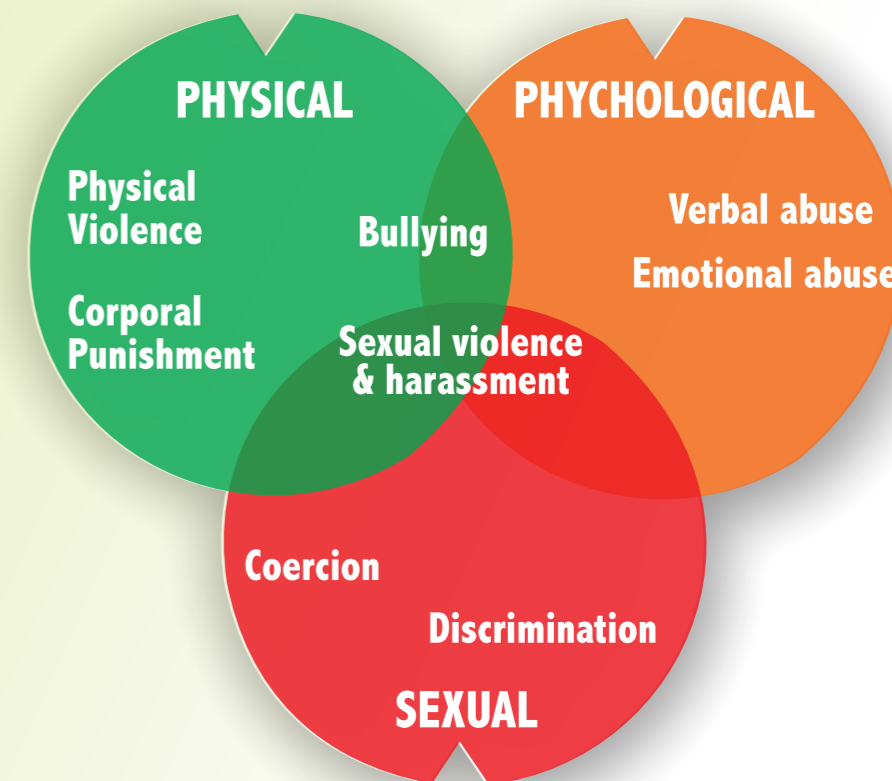
- ✓ **Physical violence** is when a person hurts or tries to hurt a partner by hitting, kicking, or using another type of physical force.
- ✓ **Sexual violence** is forcing or attempting to force a partner to take part in a sexual act when the partner does not or cannot consent.
- ✓ **Stalking** is a pattern of repeated, unwanted attention and contact by a partner that causes fear or concern for a person's safety.
- ✓ **Emotional Violence** is the use of verbal and non-verbal communication with the intent to harm another partner mentally or emotionally.

It is never okay for someone to:

- ✓ Control where you go or who you speak to.
- ✓ Physically attack or hurt you.
- ✓ Threaten you or your loved ones, including children.
- ✓ Stalk or monitor you, including online.
- ✓ Force you to do sexual things you don't want to do.
- ✓ Regularly put you down, humiliate you or attack your self-esteem.
- ✓ Control your finances or financial decisions.
- ✓ Threaten to take away your children.
- ✓ Stop you from practicing religious, spiritual or cultural beliefs.
- ✓ Make you feel too scared to say 'no' to doing something.

What is School Related Gender Based Violence?

School Related Gender-Based Violence or SRGBV is defined as, "Acts or threats of sexual, physical, or psychological violence occurring in and around schools, perpetrated as a result of gender norms and stereotypes and enforced by unequal power dynamics."



School related gender-based violence can occur in many spaces in and around a school. This includes on the school premises, as well as on the way to and from school, and online (cyber).

¹ Adapted from UNESCO/UNGEI (2015)