

### In partnership with

National Network on Violence Against Women



# Help stop women abuse

Women's are rights!
human rights!
human rights!
0800-150-150

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# How to use this book

Violence against women has become a part of everyday life in South Africa. This book will help you to understand violence against women and to know how to help prevent it.

Read these pages and share the information with your family and friends. The book can be used by your community and in your home. Parents, adults, young people, teachers, police, health workers and community workers can use it.

You may want translations of some of the difficult words if English is not your own language. These words have been <u>underlined</u>. They are explained in Zulu, Xhosa, Sotho and Afrikaans in boxes on the side of each page. The boxes look like this:

English
■ Zulu
<ul><li>Xhosa</li></ul>
■ Sotho
<ul><li>Afrikaans</li></ul>

In this book there are coloured blocks with information to help make things better in the community. These blocks look like this:



### **Community Information**

Tell your children violence against women is wrong. Break the silence and speak out against women abuse.

Help stop women

There are also coloured blocks that help you to remember important things. These are shown like this:



Violence against women is a crime.

Sometimes there are other special things to think about. These are shown in coloured blocks like this:

South Africa has a Code of Good Practice on what to do about sexual harassment in the workplace. Ask your union or human resources officer about how it can help you.

# Contents

What is violence against women?

This book is for
everyone - men and
women!

More and more men are learning about the problem of violence against women.

They are helping to stop violence against women in South Africa.

This is not my problem. I don't abuse women.

affects us all.

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What is violence against



#### crimo

ubugebengu

ukwethusa/ ukwesabisa

grogrisatshabisadreig

- bubugebenga/ lulwaphulomthetho
- tlolo ya molao
- misdaad

# Violence against women is a part of everyday life all over the world

It affects women of all colours and religions.

It affects women who are rich and poor, young and old, educated and uneducated.



Violence against women is a crime.

# women?

# There are many different kinds of violence against women

### **Domestic violence**

- This happens when a husband or boyfriend abuses his wife or girlfriend. Some women are even killed.
  - It is abuse when a man hurts a woman's body or feelings.
- When a man damages a woman's things, or follows her around, it is also abuse.
- It can also be abuse when a man tries to control a woman's money, and to control what she does.

### Rape

- Rape is forcing a woman to have sex when she does not want to.
- It is rape even when a boyfriend or husband is involved.



#### to control

- ukulawula
- nganda
- ho tsamaisa
- te beheer



### Sexual harassment

- This happens when someone shows the woman sexual attention that she does not want. He makes her feel she will suffer if she doesn't accept the attention.
- He can make her lose her job, or get bad marks in school if she refuses.

### Abuse of young girls

- Some families <u>favour</u> their sons by giving them a better chance in life.
- Sexual abuse of young girls is a form of violence.

# Female circumcision or damage to genitals

- This is when a young girl's <u>private parts</u> are cut or removed.
- Millions of girls in the world are hurt this way. Some even die.
  - It can stop good sexual feelings and make sex and childbirth painful.

# Witch burning

- Witch burning can happen to men, but it happens mostly to women.
- It usually happens in rural areas to women who are successful, or who live differently.

### suffer

- ukukukhathaza
- usokole/ uve kabuhlungu
- sotlehe
- swaarkry

#### favour

- bavuna/ bathanda
- bakhetha/ bathanda
- tlatsa
- trek voor

#### private parts

- izindawo zangasese
- iindawo zangasese
- botho
- geslagsdele



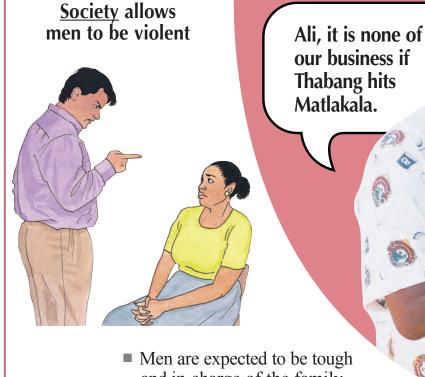
# There are many reasons

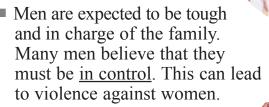
#### society

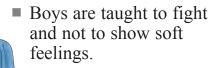
- umphakathi wonkana
- uluntu
- setjhaba
- gemeenskap

#### in control

- ukulawula
- alawule; aphathe
- taolong
- in beheer







Society does not value women. Society lets men believe that they are better than women.

This makes some men thin

This makes some men think they have a right to beat women.

Most people keep quiet when women are abused. This allows violent men to think what they are doing is okay.



### **Community Information**

Tell your children violence against women is wrong. Break the silence and speak out against women abuse.

# for violence against women



# Many people use their culture or religion as an excuse to control women

- They say that women belong to men, and men can discipline them.
- Many traditional and religious leaders say "no" to abuse.

There is no excuse for violence against women.

Vusi, it is our business. Violence against women won't stop unless people start to say it is wrong.

# Violence can be learnt from parents and teachers

Many children see their father hit their mother.

Parents and teachers who hit children teach them to solve problems with

The media can make violence against women seem normal

■ TV, radio, books, newspapers and magazines can make violence against women look normal, or even sexy.

The media often make men look more important than women.

This supports those men who think they have the right to control and hurt women.



diphatlalatsimedia

#### sexy

- beheha/ bethandeka
- nomtsalane/ ngokwesini
- hohela
- sexv





Some men take advantage of <u>disabled</u> women. Disabled women's rights are also human rights.

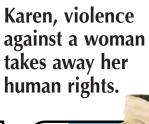


holofetse

gestrem



Violence against women



#### ashamed

- ukuba namahloni
- neentloni
- ho hlajwa ke dihlong
- skaam

- ukuzizwa unecala
- netyala molato
- skuldig

#### confidence ithemba/

- ukuzethemba
- ukuzithemba
- tshepo
- selfvertroue

- ukuzibulala
- ukuzibulala
- ho ipolaya selfmoord

### stabbed

- wagwazwa
- wahlatywa
- hlabuwa
- gesteek

### bruised

- bayahruzuka
- gruzukile
- ho tswa matetetso
- gekneus

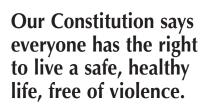
#### miscarriage

- ukuphuma kwesisu
- imaskharitshi/ ukuphuma isisu
- ho fosa mpa
- miskraam

#### injuries

- izingozi
- ulwenzakalo
- mageba
- beserings





# Violence against women is bad for their health

Violence affects the way women feel about themselves

- Women may feel sad, lonely and frightened.
- They may feel <u>ashamed</u> and <u>guilty</u>.
- Some women may use alcohol and drugs to help them cope.
- They may also lose <u>confidence</u> in themselves.
- Some women may feel depressed or even commit suicide.



### Violence hurts women's bodies

- Women are hit, punched, kicked, shot and stabbed.
- Women are <u>bruised</u> and their bones are broken.
- Pregnant women may have a miscarriage.
- Many women are disabled or may even die from their injuries.

# is everyone's problem

# Violence against women hurts children

- Children from violent homes often feel lonely, scared and sad.
- Their school work can suffer. They can have problems making friends.
- Children can be hurt if they try to protect their mother.
- They may run away from home and get into trouble.





# Violence in the home leads to violence in society

- Violence in the home teaches children that violence is a good way to solve problems.
- Children from violent homes may become violent and hurt others.

# Violence against women costs the country a lot of money, and prevents development

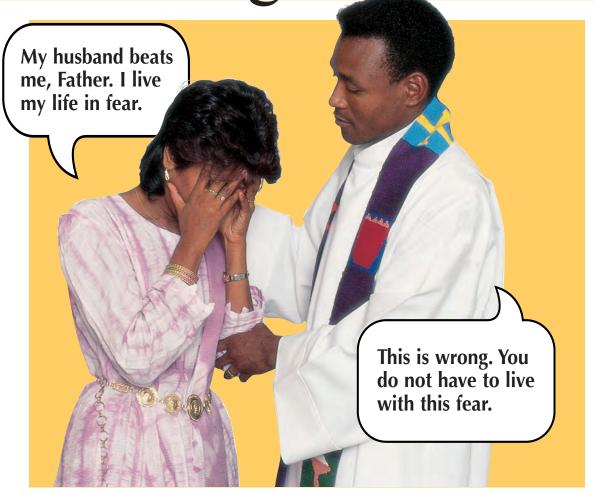
- Abused women often need medical care. This costs a lot of money.
- Injured women need time off work to get better or go to court. They lose many hours of work.
- Sexual harassment can lead to unemployment. Women may leave their jobs, and girls may fail in school.
- Abused women are unable to take part fully in society.

### The abusers also suffer

- Abusers lose the respect of their family and their communities.
- They lose the love of their family.
- They may go to jail.



Wrong ideas about



# Wrong ideas about violence against women

- responsibility umsebenzi
- osemahlombe uxanduva
- maikarabelo
- verantwoordelikheid

#### aroused

- evukelwe
- vukelwe
- tsohetswe
- opgewerk

#### control

- bangalawula
- nqanda
- laola
- beheer

- Some women ask to be raped; for example, if they wear short skirts or refuse sex. This is not true.
  - Nobody asks or deserves to be raped. A violent man must take responsibility for what he has done.
- Women can only be raped by strangers. This is not true.
  - Many women are raped by people they know.
- When a man is <u>aroused</u> he must have sex. This is not true.
  - A man can always <u>control</u> his sexual feelings. It will not harm him if he does not have sex.

# violence against women

- X
  - Some women deserve to be beaten. It is their fault, for example, if they are unfaithful or <u>cheeky</u>. **This is not true.**
  - No one ever deserves or asks to be abused. Abuse hurts women.

#### cheeky

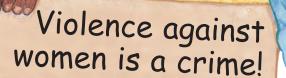
- unenkani
- unenkani
- tellapraat terug
- Alcohol and drugs make men abuse women. This is not true.
  - Many men are violent when they are <u>sober</u>. There is no excuse for violence.
- The abuse is not so bad, otherwise the woman would leave the man. **This is not true.** 
  - Women stay because they are scared, or have no money or no place to go. Women are told it is their duty to stay and make a marriage work. A violent man can threaten to kill the woman who wants to leave.
- Women must stay with their violent partners because of the children. **This is not true.** 
  - Growing up in a violent home can be worse for children.
  - Men beat their partners because they lose control. It is the woman who makes him do it. **This is not true.**

Women's rights are human rights!

These men **can** control their feelings. They often don't hit other people, only their wives or girlfriends.



- bengadakiwe
- nganxilanga/ ukuzola engqondweni
- ba sa tahwa/ ba le kelellong tse felletseng
- nugter



# What is domestic



# **Domestic violence**

Some men try to control their wives or girlfriends with violence. This is called domestic violence. Some people call it women abuse.

# There are different kinds of domestic violence:

- Physical violence
- Verbal and emotional violence
- Sexual abuse or rape
- Economic or financial abuse

# violence?

# **Physical violence**

■ This is when a man hurts a woman's body.

### Verbal and emotional abuse

- This is when a man insults a woman and hurts her feelings. Some men shame women in front of other people.
- This is when the man controls the woman, and tells her where she can go and who she can be with.
- Some men accuse women of having other boyfriends, when it is not true.
- It is also emotional abuse if he threatens to kill the woman or himself if she leaves him.

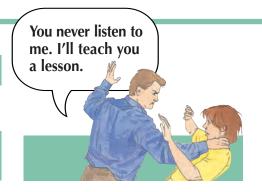
# Sexual abuse or rape

- This is when a husband or boyfriend forces his wife or girlfriend to have sex. It is rape even when a husband or boyfriend does it.
- It is also abuse when a man gives herbs and pills to his wife or girlfriend to dry the vagina. This can stop good sexual feelings and make sex painful. It also makes it easier for women to get sexually transmitted infections like AIDS.

# **Economic or financial abuse**

■ This is when a husband or boyfriend insists on making all the <u>decisions</u> about money.

It is also abuse when a man damages the woman's things, or scares her by following her wherever she goes.



I don't know why I married you. You're so stupid and ugly.

### ■ uphoxa/ uhlaza

- phoxa/ menya/hlaza
- tlontlolla
- verkleineer





- izinqumo
- izigqibo diqeto
- besluite

and says I'm trying to act like a man.

Lizzie, if I don't give him all my wages, he beats me Help stop women abuse



# How can you help a woman who is being abused by her husband or boyfriend?

- Be a good friend. Show her that you care and that she is not alone.
- Tell her that she is strong and brave to talk about her problem.
- Tell her that you believe her.
- Remind her that it is not her fault that she is being abused. No one ever <u>deserves</u> to be abused.
- Explain that domestic violence is against the law.
- Do not tell her what to do. Help her to find out about her choices. Then she must decide.
- Don't stop being her friend or helping if she doesn't do what you say.
- Discuss with her a safety plan if she decides to stay. This is in case the abuser becomes violent again. Read pages 14 and 15.
- Give her this book to read.
- Don't send her back to a violent home if she asks for shelter. This may be very dangerous.
- Go with her to get help. Take her to the clinic or hospital, a doctor, the police station, a women's <u>organisation</u> or a legal clinic.

#### deserves

- okufanele/ ofanele
- fanele
- tshwanelwa
- verdien

#### organisation

- inhlangano
- umbutho
- mokgatlo
- organisasie



### **Community Information**

Learn all you can about violence against women. Talk about it with others. Help stop violence against women in your community.

# There is no excuse for domestic violence

Some people make excuses for domestic violence. They say it is not a man's fault, because he is suffering.

#### excuse

- isizathu
- xolelo
- teballo
- verskoning



He had a sad or difficult childhood.

His life is very hard or stressful.



- He is <u>oppressed</u> because he is poor.
  - He suffered under apartheid.

- stressful
- inzima/ icindezelekile
- nodandatheko/ nesitresi
- baka ho kgathala moyeng
- stresvol

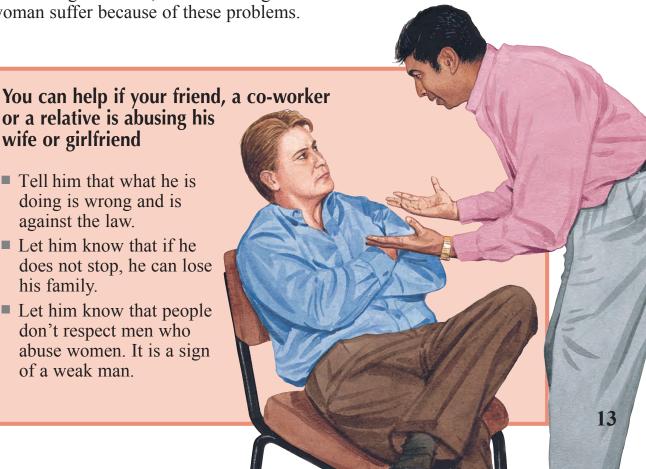
#### oppressed

- ucindezelwa
- ucinezelwe
- hatelletswe
- onderdruk

These things are hard, but it is wrong to make a woman suffer because of these problems.

or a relative is abusing his wife or girlfriend Tell him that what he is

- doing is wrong and is against the law.
- Let him know that if he does not stop, he can lose his family.
- Let him know that people don't respect men who abuse women. It is a sign of a weak man.



# What can you do

I will say this to myself every day to give me courage.

I am not to blame. I am important. I have a right to be safe.

I have a right to be in control of my own life.

I deserve to be happy.

I deserve to be loved.

I deserve to be treated with respect.



- ngentlonipho
- hlompho
- respek

#### trust

- omethembayo
- omthembayo
- tshepang
- vertrou

#### counselling

- ukwelulekwa
- isikhokelo sengcebiso/ i-counselling
- fuwa maele
- behandeling

### **Take action**

The abuse will not stop by itself. You need to take action.

Say the above things to yourself each day. They are true and they will make you strong.

Remember that women's rights are human rights.

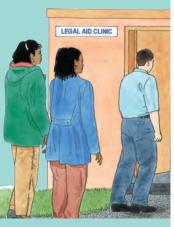


# Talk to someone you trust

You will feel better if you share your problem.

Go for counselling. There are people who are trained to help abused women.

They will help you find ways to deal with your problem.



# Find out how the law can protect you

Violence against women is against the law.

There are places that can give you legal advice. This help is usually free. Phone the Helpline for their numbers

# if you are being abused?



### Visit a doctor

Don't be afraid to tell the doctor or nurse the truth.

They can tell you how to get help.
They will also take notes

This can help you if you decide to take <u>legal action</u>.



# Make a safety plan

- Get help from a friend or a women's organisation. They can give you advice on how to stay safe if you are frightened.
- Remember that your safety is very important.
- Have a signal to tell your neighbours that you need help. This can be a phone ringing a few times, or switching your lights on and off. You can also bang loudly on something, or scream loudly.
- Have a plan in case you have to leave home in a hurry.
  - Tell someone you trust about this plan.
  - Plan where you will go to when you leave.
  - Hide a packed bag with things you will need. For example:
    - your ID book and other important documents
    - keys, money and bank card
    - clothes for your children
    - important telephone numbers
  - Leave the bag with someone you trust.

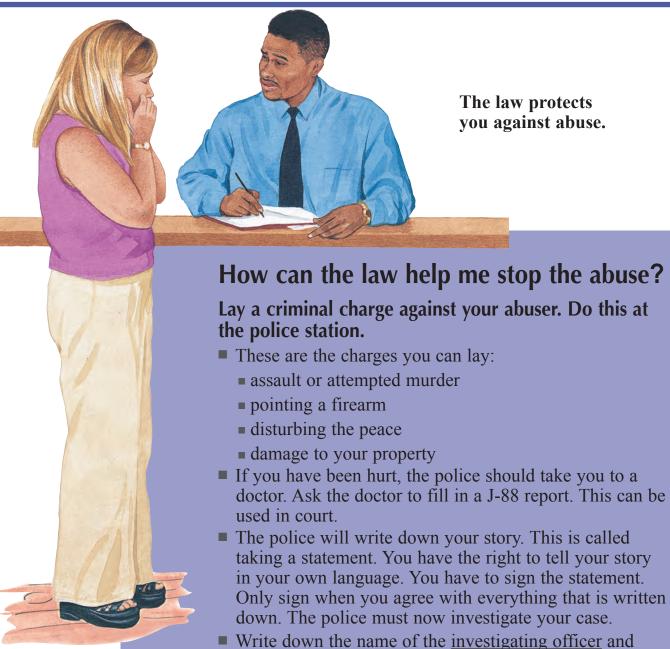


# legal actionamanyathelo

- omthetho

  amanyathelo
- amanyathel asemthethweni
- mehato ya semolao
- regsaksie

# Domestic violence is



# investigating officer

- umphenyi/ umseshi
- Igosa eliphandayo
- mo-ofisiri ya fuputsang
- ondersoekbeampte



It is brave and important to do something to stop the abuse, but it can make the abuser more angry. Get support from your family and friends, and make sure you have a safety plan – read pages 14 and 15. Think about getting a Protection Order – read pages 18 to 21.

your case number. Phone or visit the police station often

If the case goes to court, and the abuser is found guilty,

to find out what is happening about your case.

he may get a warning, a fine or a jail sentence.

# against the law

# Get a Protection Order from the magistrate's court

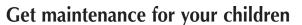
Read about the Domestic Violence Act on pages 18 to 21.

# Get a Peace Order from the magistrate's court

- This Order is a warning from the court. If the abuser does not stop, the court will call him in and ask him questions.
- This does not have as much power as a Protection Order. It only works if the abuser is scared of the courts.

# **Evict** your partner from the home

You can get an Eviction Order that forces the abuser to leave your house.



The law says fathers must give money for their children each month.

This is called <u>maintenance</u>. You can get maintenance even if you are not married.

- If the father of the children stops the maintenance payments, you must report this to the maintenance court.
  - The court can order the money to come straight to you from his monthly salary.

# Think about getting a divorce

■ It is best to get legal help if you decide to get a divorce.



### **Community Information**

Women's organisations can help you with all these things. You can also get legal help for divorce, or maintenance from law clinics at universities. The magistrate's court can also help you get maintenance. Read pages 36 and 37 for telephone numbers, or phone this Toll-free Helpline: 0800-150150.





#### evict

- ukukhipha/ ukuchithela ngaphandle
- khuphela ngaphandle/ gxotha
- ho ntsha
- uitsit

#### maintenance

- isondlo/ isapoti
- isapoti/ inkxaso
- tjhelete ya tlhokomelo
- onderhoud

# The Domestic Violence



# The Domestic Violence Act says the following things are abuse

Abuse is when a person hurts your body or your feelings.





It is when a person abuses you with words, or threatens you.

It can be when a person <u>harasses</u> you, or forces you to have sex.





Abuse is also when a person damages your things.

It is when a person tries to control what you do, or controls how you use money.



### wellbeing

harassesekuhlukumeza

bandezela/ khathaza

ngokuthe gqolo • kgathatsa ka tsela e sa

lokang
treiter/
lastig val

- impilo
- ulonwabo
- thabo
- welstand



It is also abuse when a person follows you or visits you without your permission.

It is abuse when a person does anything to you that can damage your health or wellbeing.



### What is a Protection Order?

- A Protection Order is an order from the court telling your abuser to stop abusing you.
- It can order the police to take away any dangerous weapon from your abuser.
- It can also order a police officer to go with you to collect your things if you are scared.
- The Protection Order can force the abuser to help you with money to survive.

Women's organisations can help you get a Protection Order. Ask them for advice. Your case is stronger if you have seen a doctor, or if other people have seen the abuse.



# Who does the Protection Order protect you against?

You can get a Protection Order against any person who is abusing you.

- It can be your husband or boyfriend. You don't have to be living together.
- It can be someone you went out with or had sex with, even if it was for a short time.
- It can be someone who thinks you have a relationship, even if you do not.

# Who can apply for a Protection Order?

- Anyone who is being abused can apply for a Protection Order.
- Someone else can get it for you. You must first write a letter to give <u>permission</u> to that person.
- Another person can get the Order without permission if the person who needs protection is under 21 years old, or has mental disabilities, or is unconscious.

# Where can I get a Protection Order?

- You can get a Protection Order from a Magistrate's Court or High Court.
- This court must be close to where you or your abuser lives or works.

#### relationship

- ubuhlobo
- ubudlelwane
- dikamano tsa lerato
- verhouding

#### permission

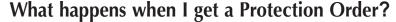
- imvume
- imvume
- tumello toestemming

#### unconscious

- oqulekile
- ngekho zingqo-
- idibetseng
- bewusteloos



# The Domestic Violence Act



■ You will be given the date when you must go to court.

■ You can ask for an "Interim Protection Order". This will protect you until the court date.

■ The abuser must also go to court on this day. He will get a chance to say if he thinks the Order is unfair. The court will decide if you should get the Protection Order.

■ If he doesn't come, and the magistrate thinks you are being abused, you will get a "Final Protection Order". You will also be given a Suspended Warrant for Arrest.



Remember to keep a copy of your Protection Order in a safe place. Give copies to friends and family who you trust.

# What happens after I get a Protection Order?

- The court or police must give a copy of the Protection Order to your abuser.
- They will also send a copy to a police station you choose. Choose one closest to the place you are most likely to be abused.
- The Order is free, but there is a small fee to deliver it to the abuser. If you can't afford this, say so. The magistrate can organise for it to be delivered for free.
- The clerk of the court must explain what your rights are with the Domestic Violence Act. They must explain your right to lay a charge against the abuser if he has committed a crime.

# What happens if the abuser does not obey the Protection Order?

- Go to any police officer with the Suspended Warrant for Arrest.
- Tell the police how the abuser has broken the Protection Order.
- The police will charge him with breaking the Protection Order.
- The police must arrest the abuser if you are in danger. They can even do this without your Warrant.

# What happens to the abuser?

- If arrested the abuser will be kept in jail until he goes to court.
- If he is found guilty, he will be fined or sent to jail.
- He can be charged with any other criminal offence he has carried out while abusing you; for example, assault, or pointing a firearm.

# How must the police help?

The Domestic Violence Act says the police must help you.

- The police must explain your rights.
- They must do this in a language you understand.
- They must tell you what protection you can get.
- The police must help you to find a safe place to stay.
- They must take you to a health worker if you need one.

### What should I do if the police do not help?

If the police do not help, they can get into trouble with the law. You can report bad treatment to the following:

- the **Independent Complaints' Directorate** (011) 838-2875
- the Commission on Gender Equality (011) 403-7182
- the Police Station Commissioner
- the Community Police Forum

You can also talk to your member of parliament, local councillor or any women's organisation.



# What is rape?



forces

emphoqanyanzelisa

qobelladwing

# Forced sex is always rape

- Forced sex is rape even if the man is the woman's husband or boyfriend.
- It is rape even if the man has had sex with the woman before.
- It is rape even if he has taken her out and spent money on her.
- Forced sex is rape even if the woman has <u>flirted</u> with the man. Flirting does not mean she agrees to sex.
- It is rape even if she says NO but the man thinks she means YES.
- It is rape even if she dresses in short skirts or looks sexy.

#### lirted

- ukuzincokolela/ ukuzidlalela
- ncokolisa
- ho fereha ka mokgwa wa papadi
- flirteer

# No one wants or asks to be raped

Rape is painful, violent, and it hurts women. Many women feel guilty and blame themselves. Society makes them feel this way. <u>Survivors</u> of rape can be frightened for a long time afterwards. They can become <u>depressed</u> and lose their <u>confidence</u>. They often feel dirty and <u>ashamed</u>. They may find it hard to trust men, or to be alone with them.

# What to do if someone tries to force you to have sex

# Do

- Run away as fast as you can.
- Try to get help or scream loudly.
- Shout "FIRE" this gets people's attention.
- If you don't know the man, take a good look at him and what he is wearing. This will help you identify him later.
- Say you have to go to the toilet, then run away.
- Say "no" strongly many times. Say "stop it, this is rape".
- If he has no <u>weapon</u>, you can try to punch him, poke him in the eye, kick or hit him.

Some women have been able to make the rapist wear a condom. A condom can protect against pregnancy and sexually transmitted infections like HIV.

### Don't

- Don't blame yourself later if you didn't fight back. It is normal to "freeze" when you are very scared. And sometimes it may be safer not to fight.
- Don't make him angry if he has a weapon. Try to tell him why he must not rape you.

#### survivors

- abahlukunyezwe
- amáxhoba
- mahlatsipa
- oorlewendes

#### depressed

- khubazekilebakhubaze-
- bakhubazekile
- holofetse
- terneergedruk

# **confidence**• ithemba/

- ukuzethemba
- ukuzithemba
- tshepo
- selfvertroue

#### ashamed

- ukuba namahloni
- neentloni
- ho hlajwa ke dihlong
- skaam



dibetsawapen



23

# What to do if you have

Speak to someone you trust



Rape can make you feel very hurt. Try not to be alone.

Talk to someone you trust or someone at a women's organisation.

You can also phone the Tollfree Helpline.

**Keep your** clothes, and try not to bath



If you bath you will wash away the evidence of the rape.

Put your clothes in a paper bag. Do not use a plastic bag.

The police can use the clothes as evidence

Get to a doctor, a hospital or clinic urgently



The health worker can give you medicine to prevent a pregnancy or an STI. The doctor's notes could be used as evidence in court.

There are also medicines that can protect you in case the rapist has HIV/ AIDS. They must be taken very soon after rape. Talk to the health worker about these medicines.

Write down everything you can remember about the rape



This will help if you decide to report the rape to the police.

Ask someone to help you if you can't write.

# What to do if someone you care about has been raped

Let her tell her story. She may do this many times. Tell her you believe her and that she is not to blame.

Stay with her – she must not be alone at this time. Be patient and understanding. Help her to take action, but don't make decisions for her. Accept any decision she makes, even if you disagree with it.

Go with her to the police, hospital or women's organisation.

Talk to people at a women's organisation. They will help you to help her.

#### umbutho mokgatlo organisasie

organisation

■ inhlangano

- evidence
- ubufakazi ubungqina
- bopaki
- getuienis
- Sexually

Transmitted Infection

# been raped

**Decide** if you want to report the rape at the police station



It is best to report the rape as soon as you can.

It helps to have the report, if you decide to lay a charge against the rapist later.

If you lay a charge, the police must investigate.

A doctor must examine you and fill in a J-88 form. You will need this form as evidence in court.

**Tell the police** what happened



Take someone you trust with you.

The police officer will write your story down. This is called a statement. Don't sign it until you agree with everything that is written down.

Keep your case number and the name of the police officer.

Phone or visit the police station often to find out what is being done about your case.

If you lay a charge, your case may go to court

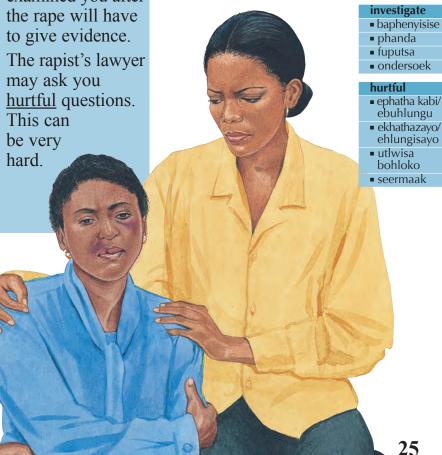


You will have to tell the court about everything that happened. The doctor who examined you after the rape will have to give evidence.

hard.

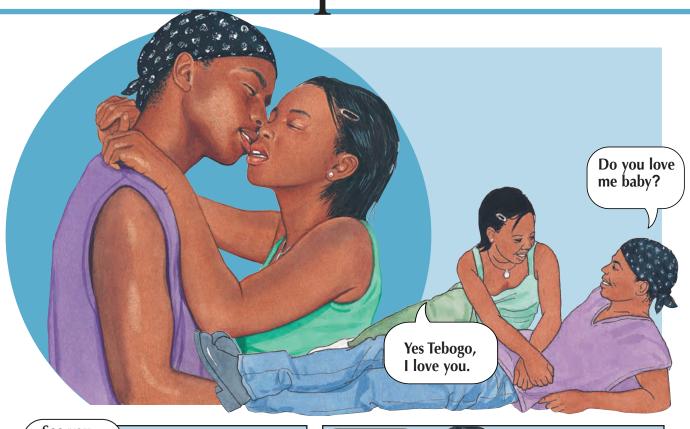
# Remember your rights

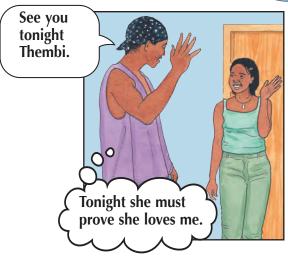
- You have the right to see a woman police officer.
- You have the right to tell your story in a private room.
- You have the right to be treated with respect.

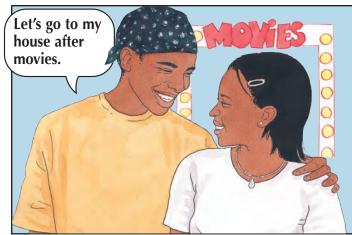


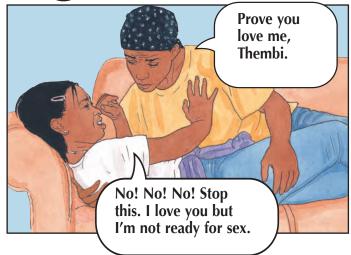
WOMEN ABUS 0800-150-150

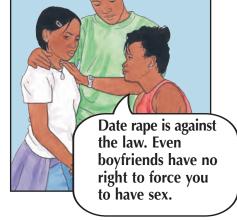
Date rape

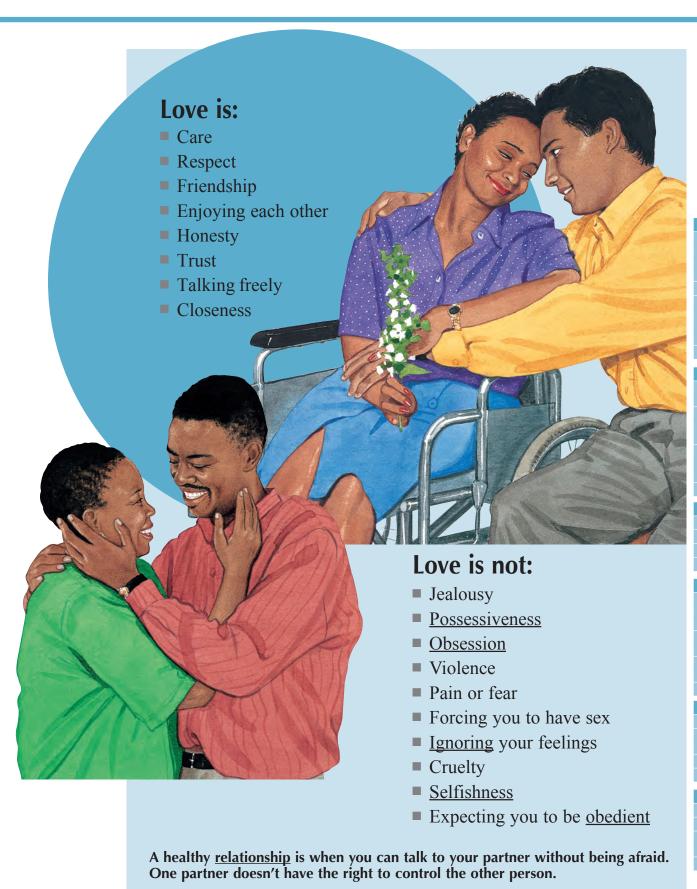












#### possessiveness

- ukuphatha umuntu njengento yakho
- ukubanga
- ho tshwara motho jwalo ka ntho ya hao
- besitlikheid

#### obsession

- ukulawula ngokweqile
- ingcinga ngo kugqithileyo
- ho nahana ka motho ho fetisa tekano
- obsessie

#### ignoring

- ukunganaki
- ukungahoyi
- ho se tsotelle
- ignoreer

#### selfishness

- ukuzicabangela wedwa
- ukucingela wena wedwa
- ho inahanela o le mong
- selfsugtigheid

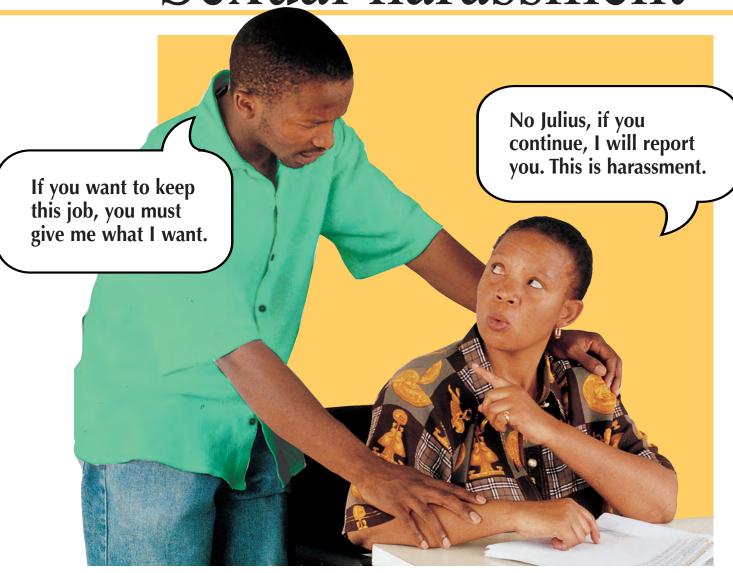
#### obedient

- uthobele
- uthobele/ uthobeke
- mamele
- gehoorsaam

#### relationship

- ubuhlobo
- ubudlelwane
- dikamano tsa lerato
- verhouding

Sexual harassment



# What is sexual harassment?

- Sexual harassment is when a man talks to a woman about sex when she doesn't want to.
- It is when a man touches a woman's body when she does not want it.
- It is when a man asks for sex in return for her keeping her job or passing at school.
- It is usually done by someone with more power, like a boss or a teacher.
- It can also be done by co-workers and other students.

South Africa has a Code of Good Practice on what to do about sexual harassment at work. Ask your union or human resources officer about how it can help you.

# What can you do if you are being <u>harassed</u>?

- Say NO clearly. Tell the <u>harasser</u> you do not want him to behave in that way.
- Write down each time he harasses you the date, time and way.
- Find out if the harassment has happened to other women at work.

NO!

#### harassed

- uyahlukunyezwa
- ukuhlutshwa okuthe gqolo
- sotlwa
- getreiter

#### harasser

- umhlukumezi
- umhluphi
- mosotli
- treiteraar

- Ask anyone who has seen the harassment to be a witness.
- Write a letter to the harasser. Tell him how you feel and ask him to stop. Keep a copy to use as evidence.



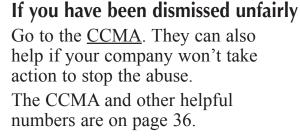
#### witness

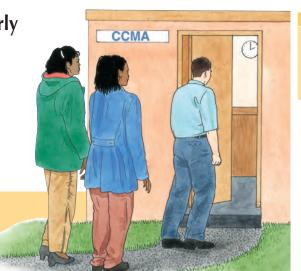
- ufakazi
- ingqina
- paki
- getuie

- Find out if your workplace or school has a policy on sexual harassment. This will help.
- Keep all papers and reports which say your work is good. The harasser may say that you are a bad worker to get rid of you.



■ Report the harassment to someone who can help. This may be the union, personnel manager, principal or senior staff. They must take action to stop the harassment.

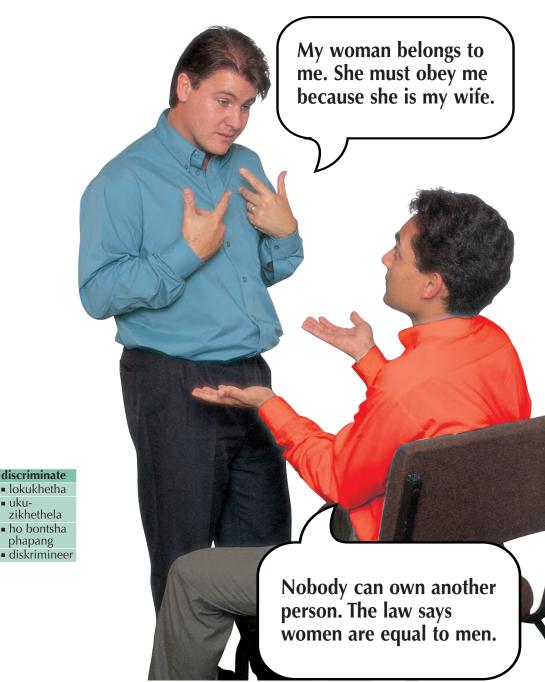




# CCMA Commission for Conciliation, Mediation and

Arbitration

# Women's rights are



# The Human Rights Commission and the **Commission on Gender Equality**

These places can help you understand your rights as a woman. They will help you fight for your rights. Their phone numbers are on page 36.

# THE BILL OF **RIGHTS**

Women's rights are protected by the government with a Bill of Rights. It says:

- Women have the right to be treated equally to men.
- Women have the right to freedom, safety and dignity.
- Women have the right to be healthy, and free from all forms of violence at home and in public.
- No one has the right to treat women in a cruel way.
- No one has the right to discriminate against women at home or at work.

The Bill of Rights is part of South Africa's Constitution.



■ uku-

phapang

# human rights



# The country must do all it can to protect women's rights

 Our government signed a world agreement to protect women's rights. This agreement is called <u>CEDAW</u>. Every few years the government

must show the United Nations what they are doing to improve things for women in South Africa.

- Our government has made other promises to promote and protect women's rights.
  - They made these promises at a conference in Beijing, China.
  - The government has signed the <u>SADC</u> Declaration with other countries in Southern Africa to end violence against women.

• All government departments promised to follow a National Action Plan that will promote and protect human rights.

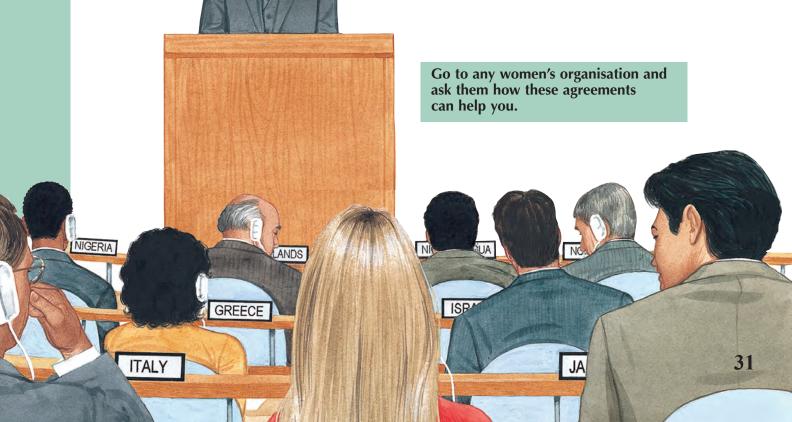
■ We must make sure the government keeps these promises. We can do this through our community organisations and local councillors. We can demand it of the politicians we voted for.

#### CEDAW

The Convention on the Elimination of all Forms of Discrimination Against Women

#### SADC

Southern African Development Community



# Make our community



# a safer place



# Take action in your

# Businesses must get involved to stop violence

The workplace can be dangerous for women. The abusive man knows he can find his partner there. Many women are followed to or from work, and hurt by their partners. Many women are sexually harassed at work. Many women are raped on their way to or from work.

# Your workplace can help with training

- They can train <u>human</u> resource managers to understand and help.
- They can train their security personnel to protect women.

# Help women reach their transport safely

 Provide security personnel where possible.

# Help abused women

- Give them time off to go to court, to move, and to help their children.
- Organise a <u>transfer</u> for a woman who needs to leave the city to escape.

Make sure your
workplace has
policies to deal with sexual
harassment and domestic violence

Ask your union or human resources manager to find out about this.

MAGISTRATES COURT

#### human resource managers

- umininjela obhekene nokuthuthukiswa kwabasebenzi
- umanejala wophuhliso lwabasebenzi
- manejara wa ntshetsopele ya basebetsi
- menslike hulpbronne bestuurders

### transfer

- ukushintshwa/ i-transfer
- ukutshintshwa/ i-transfer
- transfere
- oorplasing

# workplace



# This Helpline is funded by the Department of Justice and the NNVAW, and managed by Lifeline.

# List of



# NATIONAL ORGANISATIONS

CCMA (Commission for Conciliation, Mediation and Arbitration)

Head Office: Pvt Bag X94, Marshalltown 2107

Tel: 011 377 6650 / 377 6883

**Commission on Gender Equality** 

PO Box 32175, Braamfontein 2017

Head Office: Tel: 011 403 7182

**Humans Rights Commission** 

Head Office: Pvt Bag 2700,

Houghton 2041 Tel: 011 484 8300

ICD (Independent Complaints' Directorate)

Head Office: Pvt Bag X0101, Marshalltown 2107

Tel: 011 220 1500

National Family Maintenance Forum

Head Office: PO Box 3133, Johannesburg 2000

Tel: 011 331 0440 (Regional

Office)

National Network on Violence against Women

Head Office: Tel: 021 448 6180

#### **LIMPOPO**

FAMSA – Tzaneen Tel: 015 307 4833 University of the North Law Clinic

Tel: 015 268 2506

#### FREE STATE

#### **Befrienders**

Bloemfontein

Tel: 051 444 5691/5000

(24 Hours)

FAMSA (Family & Marriage

Society of SA)

Bloemfontein

Tel: 051 525 2395

NICRO (National Institution

for Crime Prevention and

Rehabilitation of Offenders)

Bloemfontein

Tel: 035 772 1574

Oranje Vroue Vereeniging

Welkom

Tel: 057 352 7587

**Thusanang Advice Centre** 

QwaQwa

Tel: 058 713 6074

**University of the Free State** 

Legal Aid board

Tel: 051 447 9915/7263

#### **GAUTENG**

#### FAMSA (National Office)

Johannesburg

Tel: 011 975 7106

Nisaa

Johannesburg

Tel: 011 854 5804

**PAHA (People Against Human** 

Abuse) – Johannesburg

Tel: 011 642 4345

**POWA (People Opposed to** 

Women Abuse)

Johannesburg

Tel: 011 642 4345/6

**Pretoria University Law Clinic** 

Tel: 012 420 4155

Women and men against child

abuse

Tel: 011 789 8815

#### **KWAZULU-NATAL**

Advice Centre – Matatiele

Tel: 039 737 4131

**FAMSA** 

Pietermaritzburg

Tel: 033 342 4945

**Survivors of Violence** 

Pietermaritzburg

Tel: 033 342 1378

### **MPUMALANGA**

**Ukhuthula Advice Office** 

Nelspruit

Tel: 013 986 1160

Victim Support Centre – Witbank

Tel: 013 655 5001

#### **NORTH WEST**

Life Line – Mmabatho Tel: 018 381 4263

#### **NORTHERN CAPE**

FAMSA – Kimberley

Tel: 053 872 2644

NICRO – Kimberley

Tel: 053 831 1715

#### **EASTERN CAPE**

Ikhwezi Women's Support Centre

Cathcart -

Tel: 045 843 2110

**Ilitha Project Community** 

Services - Port Elizabeth

Tel: 041 581 3684

**Rhodes University** 

**Legal Aid Clinic** 

Tel: 0466 22 9301

University of Port Elizabeth Law

Clinic - Tel: 041 487 3335

#### **WESTERN CAPE**

**LifeLine** – Cape Town

Tel: 021 461 1111

**NICRO Women's Support** 

Centre – Cape Town

Tel: 021 422 1690 / 021 462 0017

Rape Crisis – Cape Town

Tel: 021 447 9762 /

072 206 2151

Sarie Bartman Centre

Tel: 021 633 5287

# places to help you



The National Network on Violence against Women (NNVAW) is an organisation that aims to prevent and protect women against all forms of violence.

Its main functions are co-ordination, consultation, lobbying, training, advising, counselling and monitoring on all issues related to violence against women.

#### Women of Africa won't be beaten

Counselling Toll-free Helpline: 0800 150 150 (office hours)

**NNVAW can be contacted at Head Office:** 9th Floor Charter House, Bosman St, Lynnwood, Pretoria 0040

Provincial contact numbers (office hours): KwaZulu-Natal: 031 201 9615; Western Cape: 021 448 6180

### Soul City Institute is a not-for-profit organisation (012-983NPO) supported by:













This publication was partially supported by Cooperative Agreement Number U62/CCU024560/01 from Centers for Disease Control and Prevention (CDC). Its contents are solely the responsibility of the authors and do not necessarily represent the official views of CDC.

**Soul City Credit:** The Soul City Institute team has played a critical role in the production of this book through their administrative support, research and editorial input. Their dedication and expertise is valued and appreciated.

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It is not possible in a small booklet like this, to give you all the answers that you may need. The purpose of this booklet is just to give you some ideas. You should not rely on everything that is written in this book for each and every situation. For more information you can phone one of the organisations opposite. Soul City and Jacana cannot be held responsible for any problems that may happen.

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1st edition 1999; reprinted 2004/2005/2007/2008/2009/2010

Published by Jacana Media ISBN 978-1-919777-54-2





