



# Definition of Gender Based Violence.

## Who is Affected?

Gender-Based Violence (GBV) is violence directed against a person because of their gender or violence that affects persons of a particular gender disproportionately. This could be in the workspace or at home

It encompasses any act of gender-based violence that results in, or is likely to result in, physical, sexual, psychological, or economic harm or suffering.

**People typically affected by GBV include:**

Women

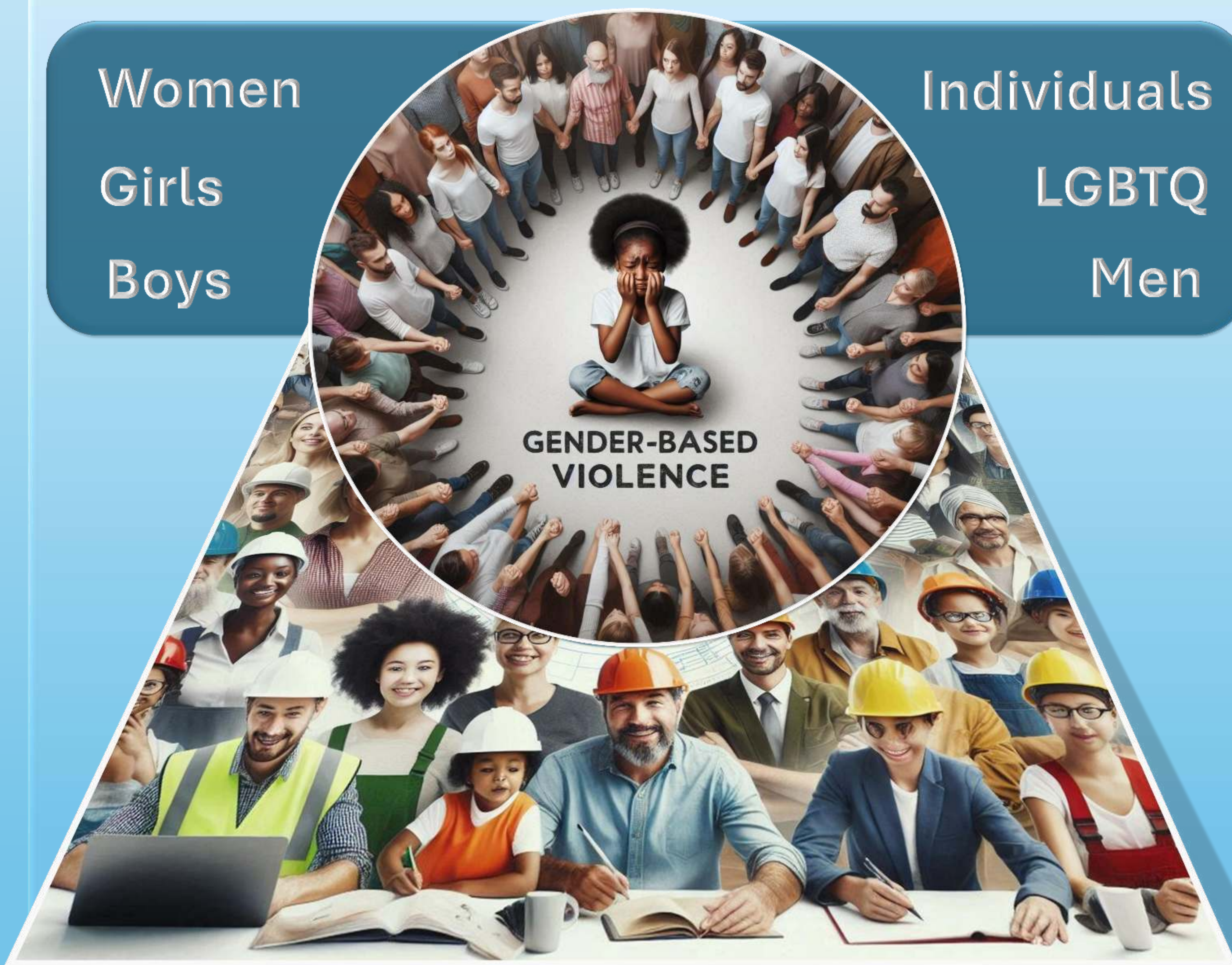
Girls

Boys

Individuals

LGBTQ

Men



**While women and girls are disproportionately affected, it's important to recognize that GBV can affect anyone, regardless of gender identity or sexual orientation.**

**Every image has a tale to tell. Click any image to explore**

**Refresh your browser if videos do not load automatically**



# My Body - My Rules



## Make a Statement

- **My body, my rules, not yours.**
- **No means no, always.**
- **Consent is essential.**
- **Respect my boundaries.**
- **Your body, your rules.**

## Act Now

- **Educate Yourself**
- **Challenge Harmful Norms**
- **Seek Help**
- **Believe the Survivor**
- **Create a Safety Plan**
- **Seek Legal Assistance**
- **Document the Abuse**
- **Report the Abuse**



**My body, my rules. No means no. I demand respect for my physical and emotional boundaries. Unwanted touch, verbal abuse, or any other inappropriate behavior will not be tolerated.**



# Gender Based Violence. In the Workspace – In the Home



## In the Workspace

**Sexual harassment:** Unwanted sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

**Bullying and harassment:** Verbal abuse, intimidation, threats, or exclusion based on gender.

**Discrimination:** Unequal treatment or opportunities due to gender.

**Sexual assault:** Rape or attempted rape in the workplace.

## In the Home

**Physical abuse:** Hitting, slapping, kicking, shoving, or using objects as weapons.

**Emotional abuse:** Insults, name-calling, belittling, controlling behavior, threats, isolation, and gaslighting.

**Sexual abuse:** Rape, forced sexual acts, unwanted touching, and sexual harassment within the home.

**Economic abuse:** Withholding financial resources, preventing access to money, or controlling financial decisions.



It is important to remember that not all signs of GBV are visible,  
and victims may not always disclose their experiences



# Gender Based Violence. Break the Silence

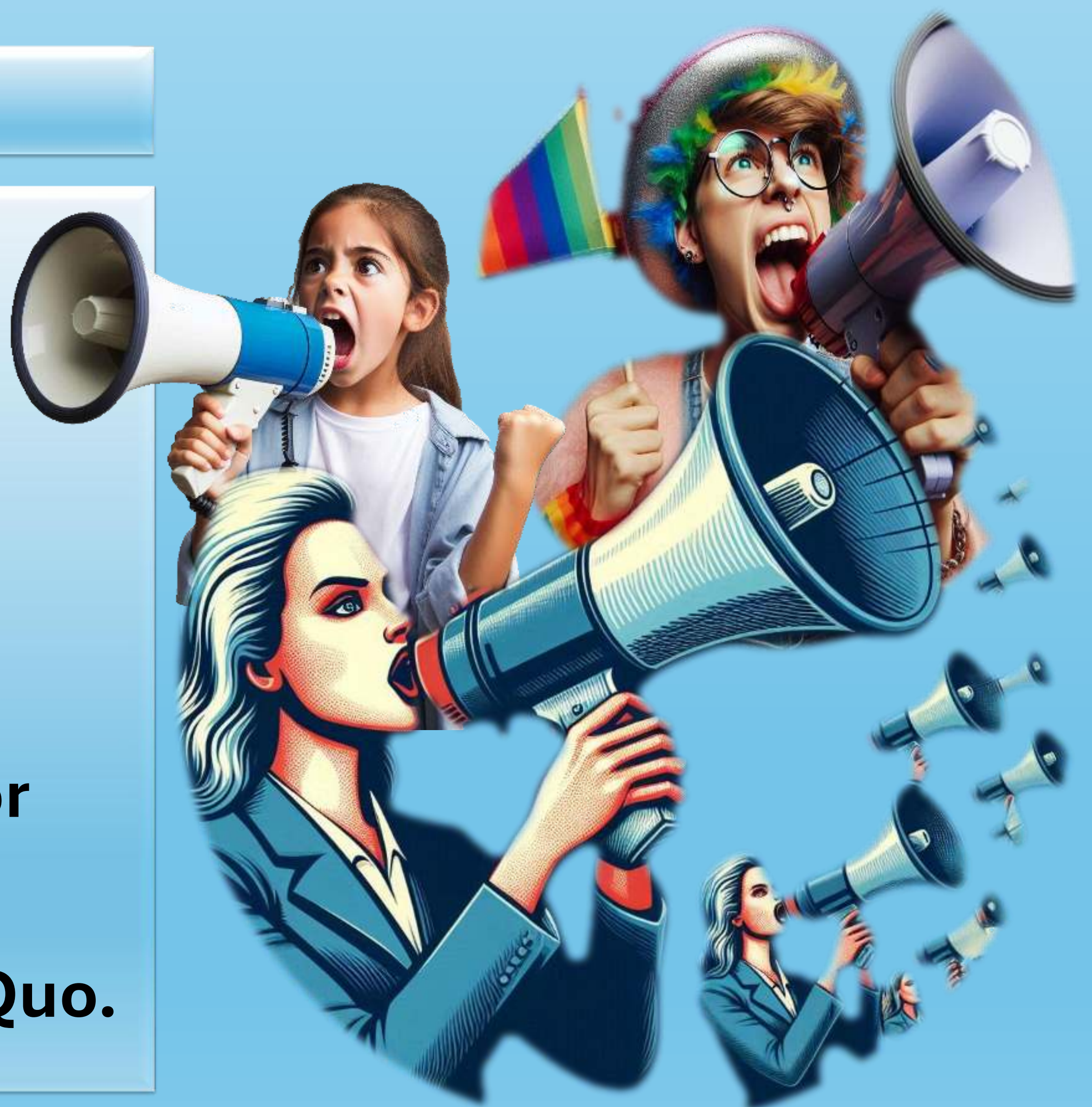
## Speak Out

- Silence enables violence.
- Silence protects abusers.
- Don't let silence steal your voice.
- Your story can change lives.
- You are not alone.
- Your voice matters.



## Shout out Loud

- We Believe You
- Shatter the Silence.
- Rise Up, Speak Out.
- Demand a Respectful Workplace.
- Create a Safe Space for All.
- Challenge the Status Quo.



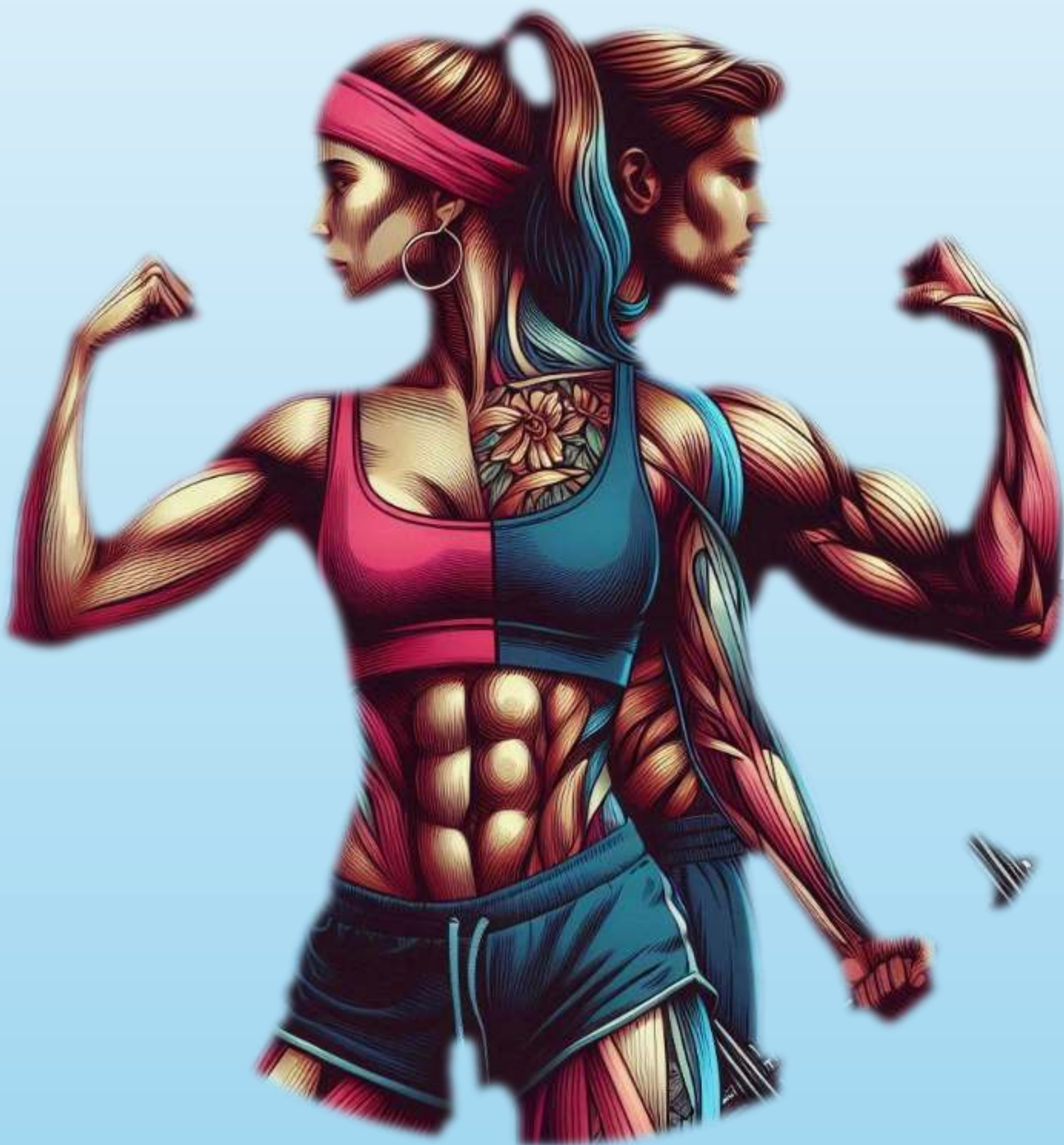
If you suspect that someone is in immediate danger due to Gender Based Violence, you may need to contact the authorities. However, it is important to discuss this with the person first and respect their decision.



# Challenge the Culture

## Speak Out

- **End gender inequality.**
- **Don't tolerate abuse.**
- **Respect**
  - **Woman**
  - **Children**
  - **All Genders**
- **Create a Safer World**
  - **For you and others**



## Take Action

- **Invest in your knowledge and skills. Become a champion for workplace safety and equality.**
- **Be a lifeline for survivors. Offer support, believe their stories, and help them access resources.**



GBV perpetrators can be anyone, regardless of age, gender, race, religion, or socioeconomic status. They may be intimate partners, family members, friends, acquaintances, or even strangers.



# This is what to do

## REPORT IT

### Insist on a Company Gender Based Violence Policy

1. Know your rights.
2. Inform Management.
3. Inform Human Resources.
4. Inform Authorities.
5. Have a witness for backup.
6. Record all in Writing.



The following numbers are further resources available to those affected by Gender Based Violence.

**GBV Command Centre:** Landline 0800 428 428  
Cell \*120\*7867

**Childline:** 0800 055 555

**SAPS CRIME STOP:** 0860 010 111

**SAPS SMS Crime Line:** 32211

**National Aids Helpline:** 0800 012 322

**National Human Trafficking Helpline:** 0800 222 777

**Stop Gender Violence:** 0800 150 150

**Suicide Helpline:** 0800 567 567



Educate the children – Stop the cycle of abuse.