

Breaking The Stigma: Geita Gold Mining Limited Joins Global 16 Days of Activism Against Gender Based Violence



Geita Gold Mining Limited (GGML) is proud of the progress made during the 16 Days of Activism Against Gender-Based Violence campaign with Dr. Chris Mauki, a well-respected culturally competent psychologist and professional trainer. We have reaffirmed our commitment to fostering a safe, inclusive, and respectful workplace by joining the global 16 Days of Activism Against Gender-Based Violence campaign. Running from 25th November to 10th December 2024, this annual initiative aligns with GGML's dedication to raising awareness and taking actionable steps against gender-based violence and related workplace challenges.

Throughout this campaign, we have heard powerful insights from Dr. Chris Mauki and our employees addressing challenges like why men report less often, how we can strengthen our safety-first culture, and the importance of fostering conversations that continue beyond these 16 days. It's been five days since the launch of the campaign, and we have learned so much.

Dr. Chris Mauki reminds us that reporting, regardless of gender, ensures individuals can access the support they need while also fostering conversations about these issues. This act of speaking out challenges societal stigmas, encouraging others to do the same and contributing to a culture of accountability.

“It matters when you report, man or woman, because at the end of the day it can even turn to be your evidence that you reported. So, we have recommended and advise people to make sure that they report everything and anything that they think is related to sexual harassment or gender-based violence.” Dr Chris stated.

One of the reasons Dr. Chris Mauki mentioned why many men do not report incidents of sexual harassment by women is that some men take advantage of it,

seeing it as a bonus to boost their masculinity. However, it is important to remember that not all harassment against men comes from women; men can harass other men, and women can harass other women as well.

Gilbert George Walwa from the GGML Engineering department added that the reasons men fail to report gender-based violence or sexual harassment is the shame they feel after opening up. “It is much easier for women to report gender-based violence compared to men because many men lack the courage to report sexual harassment due to fear of how society will perceive them after reporting the incident,” he said.

Despite the challenges, reporting is crucial. As campaign lead, Hadija Kisatu Superintendent 2 from HR department, reminds us, “The campaign has been like a beacon of light through its sessions conducted in every department. Reporting incidents of sexual harassment has become Dr. Mauki's anthem. Regardless of your gender—whether you are a man or a woman—reporting any act of sexual harassment is of utmost importance because evidence matters greatly.”

As we reflect on the insights shared during these 16 Days of Activism, let's remember that the journey to ending Gender-Based Violence requires ongoing effort and commitment from us all.

By fostering dialogue, encouraging reporting, and supporting one another, we can create a culture of safety, respect, and equality. Let's continue this important conversation beyond these 16 days and work together for a brighter, more inclusive future.

