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ANTI-SEXUAL HARASSMENT COMMITTEE ONE-YEAR STRATEGIC WORK PLAN MATRIX (January 2026–December 2026)

Executive Summary

This one-year strategic plan sets out the priority actions of the Anti-Sexual Harassment Committee for the 2026 academic year, with a clear focus on creating a safer, more responsive, and more accountable university environment. The strategy is organized around six core areas: prevention and awareness, reporting and survivor support, confidentiality and trust, education and community outreach, committee capacity building, and monitoring and evaluation. Together, these priorities are intended to strengthen institutional systems for preventing sexual harassment, improve confidence in reporting mechanisms, and ensure that survivors receive timely and respectful support.

The plan establishes practical and measurable targets for the year, including at least four awareness initiatives, a functional confidential reporting channel by the first quarter, timely handling of all reported cases, two educational sessions on campus, one community outreach activity, and at least one capacity-building opportunity for all committee members. It also commits to quarterly review meetings and a year-end evaluation to assess implementation progress, with an overall target of completing at least 80 percent of planned activities. By linking each objective to clear indicators and means of verification, the strategy provides a realistic framework for implementation, accountability, and continuous improvement.

Each objective is accompanied by SMART (Specific, Measurable, Achievable, Relevant, Time-bound) indicators that include clear targets and means of verification.

Objectives	Success Indicator (Measure)	Target (By end of 2026)	Means of Verification
1. Prevention & Awareness *Prevent sexual harassment through campus-wide awareness.*	1a. Number of awareness initiatives delivered (e.g. orientation sessions, campus messages, posters). 1b. Proportion of university community	1a. ≥ 4 (at least one awareness communication or event per quarter). 1b. ≥ 70% of students/staff can identify the Committee or reporting channels	Event records, communication logs; Orientation attendance & survey results (awareness test).

Objectives	Success Indicator (Measure)	Target (By end of 2026)	Means of Verification
	informed about anti-harassment policy and committee.	(measured via survey or feedback).	
2. Reporting & Survivor Support *Ensure safe reporting channels and support for survivors*	2a. Establishment of confidential reporting channel(s) (e.g. dedicated email/phone or drop-box). 2b. Usage of reporting mechanism (number of harassment complaints or consultations logged). 2c. Timely response to reports (incidents addressed per policy within set timeframe).	2a. Yes (at least one channel operational by Q1 2026). 2b. ≥ 2 cases or inquiries formally reported and recorded (indicative trust in system). 2c. 100% of received cases acknowledged within 5 days and resolved/assisted within 30 days.	Announcement of channel (memo, email); Committee logbook/records of reports; Case tracking reports (with dates of receipt & action).
3. Confidentiality & Trust *Protect privacy and handle cases with confidentiality to build trust*	3a. Private office and resources allocated for the Committee (secure meeting space, lockable files) 3b. Confidentiality protocol in place (guidelines signed by members; no breaches of confidentiality).	3a. Yes (office space set up by March 2026, basic equipment provided). 3b. Yes (confidentiality guidelines adopted by Q1; 0 confidentiality breaches reported all year).	Office setup confirmation (management report); Confidentiality policy document; Committee meeting minutes (noting any confidentiality issues).
4. Education & Community Outreach *Educate university community and engage local stakeholders.*	4a. Number of educational sessions conducted (on-campus seminars/workshops on sexual harassment prevention). 4b. Community outreach event(s) held with local partners (e.g. police gender desk, NGOs). 4c. Participant knowledge gain (percentage of attendees reporting increased awareness post-training).	4a. ≥ 2 campus training/awareness sessions (1 each semester) conducted. 4b. ≥ 1 community outreach activity completed. 4c. ≥ 80% of participants indicate improved knowledge/awareness in feedback forms.	Session schedules & attendance records; Event report (for community outreach); Post-event feedback surveys (self-reported learning).
5. Committee Capacity Building *Strengthen skills and preparedness of Committee members.*	5a. Training for Committee members (internal workshop or external training attended) . 5b. Exposure visit or networking with external	5a. ≥ 1 capacity-building training completed by mid-2026 (e.g. workshop or seminar). 5b. ≥ 1 external networking visit/meeting conducted by	Training attendance certificates or roster; Visit report or meeting minutes; Committee records

Objectives	Success Indicator (Measure)	Target (By end of 2026)	Means of Verification
	support agencies (e.g. police gender desk, social welfare office). 5c. Proportion of Committee members trained (skill development coverage).	Q4 2026. 5c. 100% of Committee members attend at least one training during the year.	confirming all members trained.
6. Monitoring & Evaluation *Track implementation of activities and evaluate outcomes.*	6a. Regular Committee review meetings held (to monitor progress quarterly). 6b. Annual evaluation conducted (year-end review of all objectives) 6c. Implementation rate of planned activities (percentage of this work plan's actions completed).	6a. 4 meetings (one each quarter) documented. 6b. Yes (final evaluation meeting and report by Dec 2026) 6c. ≥ 80% of planned activities implemented on schedule.	Meeting minutes (for quarterly reviews); Year-end report on objectives Plan-vs-actual activity checklist or evaluation form.

Note: These indicators are designed to be specific and measurable for a one-year timeframe, ensuring that the Anti-Sexual Harassment Committee's efforts can be tracked and evaluated in a realistic university setting. Each indicator has a clear target and source of verification to facilitate accountability and improvement.

Bahati Hussein Ramadhani
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