



Kampala International University, Uganda

GENDER POLICY

2023

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FOREWORD

Kampala International University (KIU) is committed to scholarly excellence and this is embedded in the University policies, regulations and standards. The KIU Gender Policy provides direction in ensuring that a framework for conceptualizing, designing, implementing, monitoring and evaluating its programmes, relating to gender is effective.

KIU is committed to developing the gender policy in line with national policies and relevant laws. The policy is aligned to the provisions of the 1995 Constitution of Uganda and other relevant laws thereto, the National Gender Policy, and the University's policy documents.

KIU, as an equal opportunity institution, has an open-door policy for men and women, in the academic and working arena. It provides learning and employment opportunities to the young and the old irrespective of gender, protecting each gender from harassment, gender insensitive language, sexual harassment and gender-based violence. On employment, it invites job applications from both genders and strives to ensure that relative gender parity is achieved in the recruitment, promotion and appointment of staff. Currently, the staff gender balance in the University is at 44% male and 56% female.

The policy has four broad areas: background, policy statements/Commitments, code of practice, and implementation mechanisms.

The effective implementation of the policy requires that staff, students and stakeholders support the university management and embrace the policy.

Muhammad Mpezamihigo, PhD
Vice Chancellor

ABBREVIATIONS AND ACRONYMS

BPFA	Beijing Platform for Action
CEDAW	Convention on Elimination of all forms of Discrimination against Women
GAI	Gender Analytical Information
GDD	Gender Disaggregated data
GMC	Gender Mainstreaming Committee
GMP	Gender Mainstreaming Program
GMU	Gender mainstreaming Unit
KIU	Kampala International University
KIUGEP	Kampala International University Gender Policy
SDGs	Sustainable Development Goals
PWDs	Persons with Disabilities
SDGEA	Solemn Declaration on Gender Equity in Africa
UGP	Uganda Gender Policy
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNICEF	United Nations Children's Fund
UNISE	Uganda National Institute of Special Education
UOTIA	Universities and Other Tertiary Institutions Act

DEFINITION OF TERMS

Sex

Sex refers to the biological differences/determinants between men and women which are universal and determined at birth. It is a useful analytical category that distinguishes biological differences between men and women from socially constructed differences.

Gender

Gender refers to the characteristics of women and men that are socially constructed. Gender intersects with other factors that drive inequalities, discrimination, and marginalization, such as ethnicity, socioeconomic status, disability, age, geographic location, and sexual orientation, among others.

Gender Equality

The absence of discrimination on the basis of a person's gender in opportunities, in the allocation of resources and benefits, or in access to services. Gender equality may, therefore, be measured in terms of whether there is equality of opportunity or equality of results or outcomes.

Women's Empowerment

Women's empowerment is used in the sense of giving women the tools or equipping them with knowledge, skills, and capacity to fully participate in decision-making and access to power.

Gender Equity

The practice of fairness of justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities, and services. Gender equity goes beyond formal equality of the sexes and emphasizes substantive forms of justice which may entail treating men and women differently, when appropriate, in order to achieve outcomes that are fair and just.

Gender Analysis

Gender analysis is the process that examines the differences and disparities in the roles that women and men play, the power imbalances in their relations, their needs, constraints, and opportunities, and the impact of these differences in their lives. Gender analysis at Kampala International University would examine how the differences between women and men determine differential access to benefits, opportunities, and responsibilities in all University functions.

Discrimination

Discrimination occurs when a person or group of people are treated less favorably than another person or groups of people in comparable circumstances.

Gender-based discrimination entails unfair and differential treatment meted out to persons based on their gender.

Affirmative Action

Affirmative Action is designed to help eliminate the effects of past and present forms of discrimination. It is a process in which institutions identify areas of improvement, set goals, and take positive steps to enhance opportunities for marginalized groups, including women. Affirmative Action in the context of this Policy focuses on deliberate actions to provide equal opportunities in education, training, and employment, and promote qualified categories of people where they are underrepresented.

Gender Mainstreaming

In the context of KIU, gender mainstreaming is the strategy for making women's and men's concerns and experiences an integral dimension of the University functions, so that women benefit equally, thus ensuring that gender inequality is not perpetuated. Gender mainstreaming does not simply entail the inclusion of women in the University's overall agenda, but it involves a transformative process that requires changes in structures, procedures, and cultures.

A Gender Responsive Policy

A gender-responsive policy incorporates basic principles for addressing the imbalances and inequalities that have resulted from socially and culturally constructed differences between men and women in a given society.

Gender Neutral/Blindness

A policy is said to be gender neutral/blind when it ignores or fails to take into account sex composition and/or gender characteristics and their effects on activity.

Gender Mainstreaming Unit

A Unit that will spearhead gender mainstreaming at the University and improve staff and student's gender sensitivity. The unit shall be autonomous and housed under the Office of the Vice Chancellor through the appropriate Senate sub-committee.

PART I: INTRODUCTION

1.1. Kampala International University (KIU) Profile and mandate

Kampala International University (KIU) commenced operations as a private University in October 2001 and was chartered in March 2009. It derives its mandate from the framework of the Universities and Other Tertiary Institutions Act (UOTIA) 2001 as amended. Since commencement, the University has witnessed tremendous growth in student numbers, programmes offered, infrastructure, and facilities. KIU is a member of the Association of Commonwealth Universities, the Association of African Universities, and the Inter-University Council of East Africa. The University offers both undergraduate and post-graduate programmes on a full-time as well as part-time basis. KIU has two campuses; the Main Campus – is located in Kansanga along Ggaba road in Kampala (Central region). The Western Campus – is located in Bushenyi-Ishaka, along Kasese Road and it comprises the following academic units;

Table 1: Academic Units at Kampala International University

Main Campus	Western Campus
1. School of Law	1. Faculty of Clinical Medicine and Dentistry
2. School of Mathematics and Computing	2. School of Pharmacy
3. School of Engineering and Applied Sciences	3. School of Allied Health Sciences
4. College of Education, Open and Distance Learning	4. School of Nursing Sciences
5. College of Economics and Management	5. Faculty of Science and Technology
6. College of Humanities and Social Sciences	6. Faculty of Biomedical Sciences
7. Directorate of Higher degrees and research	7. Faculty of Education
	8. Faculty of Business and Management
	9. Directorate of Post-Graduate Studies and Research

1.2. The Vision of Kampala International University (KIU)

The Vision of KIU is: *“To become a premier institution of international repute that prepares students for the world of work and for an inclusive society”*.

1.3. The Mission of Kampala International University (KIU)

The Mission of KIU is *“To respond to societal needs by designing and delivering an education guided by the principles and values of respect for society, economy, and environment and to provide and develop a supportive research environment in which scholars at every stage of their career can flourish.”*

1.4. KIU Philosophy

The University regards each student as a unique individual who brings to the learning environment certain strengths and ideas. It is the role of the University to assist students to actualize their strengths. The University ensures that the educational experience of the students culminates into productive graduates who can contribute positively to the overall well-being of society. Holistic development and a strong positive intellectual development are what the University strives to inculcate in each student.

1.5. The KIU University Core Values

In order for the university to realize its vision and mission, certain shared values are nurtured. The University is guided by the core values derived from the virtues and moral standards of Uganda and the wider global society.

Our core values are:

1. Life-long learning
2. Excellence
3. Integrity
4. Respect and trust
5. Innovations
6. Teamwork

1.6. Gender Issues

A review of the existing University Policies, reports, survey data and stakeholder feedback reveals the following gender issues that need redress;

- 1) Understanding and Sensitivity to Gender Issues
- 2) Gender Issues in Strategic Policies and Plans
- 3) Gender Issues in Institutional Structures
- 4) Teaching and Learning
- 5) Research and Innovation
- 6) Planning and Budgeting Processes
- 7) Staff and Students' Welfare
- 8) Strategic Partnerships
- 9) Recruitment of staff and students

PART II: THE RATIONALE FOR THE GENDER POLICY

This policy is intended to enable KIU effectively mainstream gender equity in its functions in order to close the gaps as identified. The emphasis on gender is based on the recognition that gender equity is both a human right and a development concept useful in identifying and understanding the social roles and relations of women and men of all ages, and how these impact education for sustainable development. The gender policy shall contribute to transforming KIU into a gender-responsive institution of academic excellence. These frameworks are highlighted in the following subsections.

2.1. Legal and Policy Frameworks

2.1.1. International Legal and Policy Frameworks

The KIUGEP is informed by several international conventions and declarations that provide for human rights and freedoms including

- i. Uganda ratified the *Convention on Elimination of All Forms of Discrimination against Women (CEDAW, 1979)*
- ii. *The Education for All Declaration (EFA, 1990)*
- iii. *The Convention on the Rights of the Child (CRC, 1990).*
- iv. *The International Conference on Population and Development (1994)*
- v. *The Beijing Platform for Action (1995)*
- vi. *The UN Sustainable Development Goals of 2016 (SDG 5)*

2.1.2 Regional Legal and Policy Frameworks

At a regional level, Kampala International University Gender Policy is in conformity with African regional provisions for gender equality including;

- i. The African Union Gender Policy (2009), for instance, states that the African Region is committed to socio-economic development which takes into account diversity.
- ii. The Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa
- iii. The Solemn Declaration on Gender Equality in Africa (SDGEA)
- iv. The Post Conflict Reconstruction and Development adopted by the Heads of State and Government in 2006.

2.1.3. National Legal and Policy Frameworks

At a national level, the KIUGEP is informed by;

- i. The Constitution of the Republic of Uganda (1995)
- ii. The National Development Plan (NDP, 2010-2015) and 2015/16-2019/20
- iii. Vision 2040
- iv. The Uganda Gender Policy (2007)
- v. The Gender in Education Policy (2009)

PART III: PURPOSE, GUIDING PRINCIPLES, APPLICATION AND REVIEW OF KIU GENDER POLICY

3.1. Purpose (Policy statement)

Commitment to promote gender equity, equality and empowerment among staff and students of Kampala International University.

3.2. Goal

To become a gender responsive university

3.3. Guiding Principles

The overall guiding principle shall be gender responsiveness in all University operations. More specifically KIU shall be guided by the following principles and assumptions:

1. Provide “**equal opportunity**” to all staff and students
2. Adopt multi-pronged gender-responsive approaches for instruction and research.
3. “**Zero tolerance**” to sexual harassment.
4. Review all its existing policies and regulations to make them gender-responsive as well as ensure that future policies and regulations are gender-responsive
5. Recognition of gender as a cross-cutting issue and therefore interrogations and interventions should encompass all University functions, systems, and processes.
6. Gender issues must be made “visible” lest they become subsumed, neutral, or disappear altogether.
7. Gender mainstreaming will apply as the main strategy, and it is important to consider and/or enhance gender-specific interventions.
8. Some gender gaps can be filled immediately while others require medium and long-term interventions.
9. The University has a role and mandate to bring about “**social change**” which will transform the patriarchal structures that hinder the nation from actualizing its constitutional principles of gender equality and equity.
10. The commitment of the institution to ensure an enabling environment that promotes and facilitates gender equality at all levels. This will include the provision of adequate resources i.e. academic programmes and staff that are gender-responsive to enhance gender parity.
11. KIU is committed to creating and promoting a gender-sensitive work environment within the University. Towards achieving this goal, KIU will organise regular workshops/seminars and exposure to a variety of other inputs. All KIU events/programmes both internal and external will have a gender component that addresses gender-specific needs of participants.

12. KIU will ensure a detailed documentation of all processes related to activities and have gender disaggregated data whenever possible. These will be accessible to those who wish to use the same to promote and strengthen gender equality within the University. In addition, these will be reported in the KIU newsletter and KIU website regularly.

3.4. Applicability and Targeted group

This Policy applies to all members of the University Community including: consultants, vendors, service providers, and any other agent / stakeholder of the University who engages in University activities, business, or transactions. It is to be emphasized that in implementing provisions of the KIU Gender Policy, cognizance shall be taken of the gender related life challenges, issues, concerns and special needs of all vulnerable groups or any nationally or legally recognized groups including but not limited to persons with disabilities. To this end, this policy shall be read in conjunction with specific University policies that protect and promote such group rights and interests.

3.5. Sensitization and Distribution of KIU Gender Policy

1. The approved Policy will be distributed to the key University stakeholders so that it can be widely read for effective implementation and compliance.
2. The proposed Gender Mainstreaming Unit, Colleges, Schools, Faculties or Departments at KIU shall hold a number of training sessions for the various stakeholders to ensure that they are conversant with the provisions of this Policy.
3. The University Council shall receive bi-annual reports from the Vice Chancellor on the status implementation of this Policy highlighting the implemented strategies, challenges met, management actions, and proposals emanating from thereon.
4. The University shall ensure that staff, students, and applicants for employment are informed of this policy and as appropriate, any associated procedures and schemes as may be reasonably practicable.
5. A copy of this policy will be included in the Human Resources Policies and Procedures documentation, and attention drawn to it at induction courses for new staff.
6. During the orientation of new/fresh students into the University, the Office of the Dean of Students will include a gender awareness education training component.
7. The Policy shall be put on the University Website to ensure that every staff, student, and other stakeholder of the University can freely and readily access it.

PART IV: OBJECTIVES OF THE POLICY

4.1. OBJECTIVE 1: Increase Understanding of and Sensitivity to Gender Issues Among University Community Members and Stakeholders

4.1.1. University's Commitment

Kampala International University shall develop and support a **conscientisation** strategy for increasing the understanding of and sensitivity to gender issues among stakeholders.

4.1.2. Implementation Strategies

- i. Establishing a gender mainstreaming unit (GMU) that will spearhead gender mainstreaming at the University and improve staff and students' gender sensitivity.
- ii. Conducting capacity building and training for all academic and non-academic staff on gender with due attention or sensitivity to their academic disciplines.
- iii. Developing gender mainstreaming programmes to build capacity amongst staff, students, and other stakeholders.
- iv. Compiling, packaging, and disseminating gender-disaggregated data (GDD) and preparing gender analytical information (GAI).
- v. Preparing annual Gender Reports to be presented to University Gender Mainstreaming Committee (GMC) and Top Management.
- vi. Creating a 'Talking Campus' with gender-sensitive posters and messages.
- vii. Holding regular debates, talks, and public dialogues on gender-related topics.
- viii. Producing periodic newsletters and newspaper articles on gender
- ix. Promoting gender-sensitive language in informal and formal communication.

4.2. OBJECTIVE 2: Integrate Gender Equity, Equality, and Empowerment in Leadership and Management

4.2.1. University's Commitment

Kampala International University shall value equal participation of men and women in leadership and decision-making as critical dimensions that promote equity, equality, and empowerment. It shall invest resources to improve gender balance in the recruitment, promotion, retention, and performance of staff members at all academic and administrative levels.

4.2.2. Implementation Strategies:

- i. Establish a strong and visible institutional structure (committees and the GMU) with the mandate to operationalize the gender mainstreaming implementation process.
- ii. Review all University leadership and management structures to ensure fair gender representation.
- iii. Institutionalize formal gender-responsive mentoring and training programmes in leadership and management across all levels.
- iv. Institutionalize affirmative action to redress the historical imbalances that have disadvantaged women's participation in leadership and management.
- v. Align the KIU Human Resource Manual to spell out gender-responsive procedures for recruitment, retention, and promotion, and staff development of University academic, administrative, and support staff at all levels.

4.3. OBJECTIVE 3: Review and engender the curricula

4.3.1. University's Commitment:

Kampala International University shall take all necessary steps to engender the curricula of all its academic programmes.

4.3.2. Implementation Strategies:

- i. Review and engender all existing curricula and ensure that new programmes are gender-responsive.
- ii. Impart gender analytical skills and knowledge to all staff to enable them to engender the University's teaching and learning programmes and build a gender-responsive environment.
- iii. Design and implement a mandatory cross-cutting core course/subject for all students in the University.
- iv. Improving and increasing facilities for teaching and learning sciences in order to motivate both female and male students to choose science-based courses.
- v. To ensure a gender-responsive teaching and learning environment to promote the involvement of men, women, and persons with special needs at the University.
- vi. To implement affirmative action for both males and females from disadvantaged areas such as urban slums and marginalised areas.
- vii. To solicit grants and scholarships to assist the disadvantaged gender.

- viii. To put in place a clear procedure of reporting sexual harassment and such cases shall be handled as a matter of urgency.
- ix. To introduce student orientation programmes that include life skills, guidance, and counseling, HIV and AIDS to enhance the well-being of male and female students in the University.
- x. Students with special needs should be given special support to enable them to achieve their goals regardless of their gender.
- xi. The University invites prominent male and female professionals to encourage female and male students to pursue all fields of study to the highest levels.

4.4. OBJECTIVE 4: Mainstream gender in research and innovations

4.4.1. University's Commitment

Kampala International University shall adopt a gender-responsive research environment to promote equity, equality, and empowerment.

4.4.2. Implementation Strategies:

- i. Conducting gender focused research methodology training programmes for staff and students.
- ii. Develop guidelines to ensure that all research processes and innovations, irrespective of discipline, integrate gender analysis.
- iii. Undertake institutional research on pertinent gender issues (e.g., on access, retention, output, and dropout rates) to inform KIU's decision-making processes.
- iv. Allocate special funds for gender-responsive research.
- v. Develop, review, and disseminate a gender-responsive research agenda.
- vi. Establish affirmative action measures in awarding research and publication grants.
- vii. Ensure both women and men have equal opportunities to funding for research, with specific regard to disadvantaged gender or underrepresented gender
- viii. Allocate resources to promote research and publications by both genders including participation in seminars, workshops, and conferences to disseminate research findings.
- ix. Carry out Gender awareness and sensitisation training to all staff members to ensure gender-friendly language, teaching and learning materials, and research.

- x. Enhance and develop research skills among male and female members of staff.

4.5. OBJECTIVE 5: Institutionalize Gender-Responsive Planning and Budgeting

4.5.1. University's Commitment

KIU shall address the needs of men and women through mainstreaming gender in all University operations. The University shall actively promote resource mobilization and gender budgeting in order to ensure adequate and sustainable budget allocations for effective institutionalization of gender mainstreaming as a cross-cutting issue within the core activities of the University.

4.5.2. Implementation Strategies

- i. Conducting a review of KIU Policies and Strategic Plan to ensure that they are gender-responsive.
- ii. Developing and implementing a Resource Mobilization Strategy to finance the Gender Policy objectives and strategic plan.
- iii. Conduct capacity-building training for staff and students in all University units involved in gender planning and budgeting.
- iv. Conducting and implementing gender-responsive budgeting processes at all levels
- v. Instituting a mechanism for financial accountability for resources allocated to Gender Mainstreaming.
- vi. Monitoring budgetary allocations to address specific gender imbalances in KIU.

4.6. OBJECTIVE 6: Provide a Secure Environment for Students and Staff

4.6.1. University's Commitment

KIU shall provide a conducive environment for teaching, learning, and research to its staff, students, and its other stakeholders irrespective of their gender differences. KIU shall adopt affirmative action generally and across the board from student enrolment, staff deployment, and university governance so as to achieve relative gender parity.

Implementation Strategies

- i. Formulating, facilitating, and implementing an Anti-Sexual Harassment Policy for the University.
- ii. Developing and implementing rules and regulations on gender-friendly student and staff residence.

- iii. Engender all welfare activities and processes including security, academics, invigilation/ supervision, sports, science, and arts.
- iv. Establishing and constructing gender-responsive infrastructure e.g. lighting systems, crèches, sanitary facilities accommodation for staff and student mothers, married couples, single staff/students, and persons with disabilities etc.
- v. To introduce empowerment programmes targeting female students to enhance their self-esteem and confidence as well as gender sensitization programmes for male students to empower them to handle empowered female students.
- vi. To strengthen counseling services for both staff and students.
- vii. To revive and revitalize extra curriculum activities targeting female and male students in order to promote positive interactions.

4.7. OBJECTIVE 7: Staff Recruitment, Development, Training, and Retention

4.7.1. University's Commitment

An institution that is gender sensitive has staff recruitment, development, and training policies, KIU shall become an equal opportunity employer by instituting and perusing policies and programme that will create equal opportunities for both Male and Female staff in recruitment, staff development, training, and retention.

4.7.2. Implementation strategies

- i. Ensure equal opportunity for Women and Men in recruitment and training.
- ii. Ensure unlimited access to information on key resources for activities, such as research, available consultancies, and funds for sabbatical leave which may lead to gender biases in resource allocation.
- iii. Encourage women to apply for or request promotion to key and higher academic positions.
- iv. Establish clear policy and measurable indicators in bridging the existing gap in the academic and administrative staff number.
- v. Recognition of reproductive roles and responsibilities of female staff and the way they impact their work.
- vi. Ensure gender responsiveness in the tools, criteria, and standards used for the motivation of staff e.g., promotions, research, funds, consultancies, housing, etc.
- vii. Ensure that the staff manual reflects the constitutional/labour laws and that the same is implemented.
- viii. To periodically prepare gender-disaggregated data, showing the actual number of employees at all levels in order to provide equal opportunity in staff recruitment, development, and training.

4.8. OBJECTIVE 8: Review and Mainstream Gender in Existing and Future Policies and Plans

4.8.1. University's Commitment

KIU shall review its existing policies to ensure they are gender-responsive. It shall also ensure that all future policy formulation is gender-responsive.

4.8.2. Implementation Strategies

- i. Review and mainstream gender in all KIU existing policies
- ii. Ensure that all future policies are gender-responsive.

PART V: IMPLEMENTATION OF THE KIU GENDER POLICY

5.1. Holistic and Multi-level Implementation of Policy

The implementation of the KIU Gender Policy shall be multi-pronged and holistic to ensure the transformation of the University into a gender equity, equality, and empowerment-compliant institution.

All academic, non-academic, and administrative units of the University will be involved and will work together towards the fulfillment of the purpose and objectives of this policy. Implementing equal opportunities for staff and students is a continuous process that needs to be kept under constant review. The process involves devising codes of practice, establishing procedures, describing good practice within the University, and setting goals to ensure that the momentum of implementation is maintained. The University will consult with staff, Academic staff association, non-academic staff association as well as students and Students' leaderships at various levels, where appropriate and practicable, on issues relating to equal opportunities policies or gender mainstreaming.

5.2. Gender Mainstreaming Unit

KIU shall establish a Gender Mainstreaming Unit which shall coordinate the implementation of the policy across all University functions. The unit shall be autonomous and housed under the Office of the Vice Chancellor through the appropriate Senate sub-committee. The University Council through its relevant committee and in consultation with Top Management shall define the specific offices and structure of the Gender Mainstreaming Unit.

5.2.1. Terms of Reference for the Gender Mainstreaming Unit (GMU)

1. The Unit shall among others develop and implement a Gender Mainstreaming Program (GMP) of the University.
2. Building capacity and training all University staff on gender
3. Tasked with mainstreaming gender in the entire KIU Community through the enforcement of the University Gender Policy and other related policies.

4. Through the gender equality committee, the Unit will draft periodic reports for the Vice Chancellor and make appropriate recommendations for improving the gender environment in the University.
5. To strengthen faculties and Schools (sentinel sites) to mainstream gender in their work plans, budgets, and M & E tools.
6. Implement the KIU Gender policy

5.3. Gender equality committee

There will be a gender equality committee in the University. It will have representatives from the various units of the University as shall be determined from time to time. The Gender Mainstreaming Unit shall be the secretariat of the committee and provide technical advice to the Committee.

5.3.1. Roles of the gender equality committee shall include among others

1. To receive and investigate complaints of discrimination based on gender.
2. Scrutinize the University budget proposals to ensure that gender budgeting has adequately been made.
3. Make proposals and recommendations for engendering University programmes and activities.
4. Provide representation to the different University organs/committees where necessary for purposes of ensuring that gender concerns are taken into consideration.

5.3.2. Complaints and reporting cases of discrimination based on Gender;

1. It is an obligation for all members of the University community to report incidents of discrimination or harassment based on gender.
2. This policy also provides a prompt, thorough, confidential, and respectful process for handling and investigating complaints of discrimination based on gender.
3. Any complaint of gender discrimination should be reported to the most immediate officer or directly to the office of the Vice Chancellor.
4. Where the immediate boss is the suspect of gender discrimination, reporting should be made to the next higher office or directly to the office of the Vice Chancellor.
5. To this end, all staff, officers, deans, department heads, faculty members, academic advisors, directors, student leaders, and supervisors must report any and all incidents of discrimination and harassment to the Vice Chancellor whether they have knowledge of or have witnessed directly such discrimination or harassment.
6. All individuals who believe they have been discriminated against or harassed should file a written complaint with the above-stated.

PART SIX: MONITORING AND EVALUATION

Regular and timely monitoring of the operationalization of the KIU Gender Policy and associated implementation strategies shall be conducted by the proposed Gender Mainstreaming Unit. The Unit shall review progress on the implementation of gender equality and equity activities annually and submit – reports to the University's Top Management Committee of KIU for consideration. The reports shall then be forwarded to University Senate and University Council for consideration through the offices of the University Secretary and Vice-Chancellor respectively. The Gender Mainstreaming Unit shall annually produce gender-disaggregated data and gender analytical information that supports the implementation and monitoring of the KIU Gender Policy. In executing its mandate, the Gender Mainstreaming Unit shall monitor both staff and students to evaluate the degree of satisfaction with the services provided as a result of the KIU Gender Policy. The University Top Management through the Vice Chancellor of KIU shall at least biannually provide progressive reports to the University Council to explain steps taken towards implementing the proposed strategies highlighted in this policy document.

PART SEVEN: KIU GENDER POLICY REVIEW / REVISION / AMENDMENT

The KIU Gender Policy shall be reviewed every five years from the date of commencement. Working together, the University's Top Management Committee and the Gender Mainstreaming Unit through the Vice-Chancellor shall be responsible for initiating and submitting proposals for amendment, review, and/or revision of this Policy to the University Council. All users and other interested parties to the implementation of this Policy are encouraged to forward all proposed revisions to the University's Top Management Committee or Gender Mainstreaming Unit for consideration to review/revise/amend through the Vice Chancellor.

The proposed Gender Mainstreaming Unit working in conjunction with representatives of both staff and students will also evaluate the degree of satisfaction with the services provided as a result of the KIU Gender Policy. Any dissatisfaction can be channeled to the University Council through the Office of the Vice Chancellor.

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Kampala International University Gender Policy Formulation Team

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Mr. Solomon Muyombya Matovu	Coordination (Secretary)	KIU
Dr. Wardah M. Rajab-Gyagenda	Review of draft policy	KIU
Dr. Mbabazi Mbabazize	Review of draft policy	KIU
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