Background
Several reports found that asking or complaining about sexual harassment engenders hostility within the institutional culture at several southern African universities.[1] A conference was held in 1994, where representatives from numerous regional universities agreed that action was needed and discussed strategies to combat sexual harassment.[1]

Description
A coordinating committee was developed that later became the Southern African Network of Higher Educational Institutions Challenging Sexual Harassment and Sexual Violence (NETSH). The committee held many meetings, workshops, and conferences and engaged in resource dissemination, fundraising, and networking.[1] In 1997, NETSH was formally developed, with a mission "...to contribute to the elimination of sexual harassment and sexual violence in all Southern African institutions of education. The Network's initial focus will be on the elimination of sexual harassment and sexual violence in tertiary education."[1]

There were three levels: 1) Individual affiliations, because it would be difficult to obtain agreement from executive levels of each institution, it would change the nature of the network's activities, and the institutions were all at different stages of implementation; 2) a coordinating committee with at least one person from every country represented; and 3) a secretariat. Individuals were selected based on their access to resources, understanding of the issue, time/energy, and status in the community. The secretariat managed funds while the coordinating committee led the strategic implementation of NETSH activities. Regular in-person meetings were essential to keeping communications effective and efficient. Although the African Gender Institute served as secretariat, all universities in the collaborative network implemented individual practices in their institutions. Member institutions included: National University of Lesotho, University of Zimbabwe, University of Zambia, University of Swaziland, University of Botswana, University of Stellenbosch in South Africa, and University of Western Cape in South Africa[2].

From 1997-2002, NETSH collaboratively developed programs addressing sexual harassment and sexual violence on university campuses, including holding a conference in Harare in 2000 and conducting local workshops. The Harare conference led to additional funding from the Ford Foundation, under which NETSH undertook workshops, resource reviews, and the design and dissemination of a handbook.[1] Several of the universities that participated in the network developed sexual harassment policies, grievance procedures, and other interventions that are described elsewhere in this appendix.

Results
Reviewers rated this practice as featuring the following gender transformative characteristics:
- Provide information and education about discrimination or rights
- Change or attempt to change an imbalance of power or otherwise level the playing field.

No evaluations or assessments of the NETSH were available. However, the information that was available on the intervention indicates that it was able to create an environment supportive of countering sexual harassment, as opposed to more hostile individual institutional cultures. This leveling of the playing field is an important facet of the practice's gender transformativeness. It is also possible that the practice acted to end impunity for perpetrators, used or furthered legal protections for women, and challenged traditional gender norms and beliefs, but there is insufficient documentation to assess this.

Implementation lessons learned
Resources and high-level commitment must be made to ensure successful implementation of this practice. Structurally, the different parties responsible for managing funds versus managing activities presented a coordination and efficiency challenge, causing administrative burden and delay in communications/approval of funds.[2] In addition, members often had too large of a workload, as NETSH activities were in addition to their primary jobs. For example, some members dealt with local dynamics when organizing conferences within their own institutions and then had to deal with different dynamics at the regional level with NETSH.[2]

Summary conclusions
An institutional network can be useful in leveraging resources and creating a supportive group to develop strategies to counter sexual harassment. More documentation is needed on how the network affected individual institutions' strategies and on how gender transformative its activities (e.g., workshops, handbooks, etc.) were.

Reference(s) and source(s)
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2. Made, Pat and Kubi Rama. 2010. Gender in Media Education: An audit of Gender in Journalism & Media Education and Training. Gender Links. http://www.genderlinks.org.za/article/gender-in-media-education-audit-2010-10-01 (accessed April 25, 2011).

Other references used in this review
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