

OBAFEMI AWOLOWO UNIVERSITY ILE-IFE, NIGERIA

ANTI - SEXUAL HARASSMENT POLICY

Anti- Sexual Harassment Policy for Obafemi Awolowo University, Ile-Ife, Nigeria

Obafemi Awolowo University, Ile-Ife, Nigeria

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PREFACE

The Anti- Sexual Harassment Policy for Obafemi Awolowo University, Ile-Ife, is premised on several international and regional normative standards to which Nigeria is signatory. These include:

i) **The Beijing Platform of Action**, paragraphs 1-8 recognise sexual harassment as a form of violence and discrimination against women and calls on multiple actors including governments, employers unions and civil society to ensure that governments enact and enforce laws on sexual harassment and that employers develop anti-sexual harassment policies and prevention strategies.

In addition, the **Beijing Platform of Action** sets out three strategic objectives under critical area of concern one, on ‘the human rights of women’, as follows:

-Promote and protect the human rights of women, through the full implementation of all the human rights instruments, especially the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**;

-Ensure equality and non-discrimination under the law and in practice; and

-Achieve legal literacy.

ii) **The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**, CEDAW which is aptly described as the Women’s Bill of Rights because it placed women at the centre of human rights concerns, was adopted by the General Assembly of the United Nations and endorsed by 186 members in 1979. Nigeria signed **CEDAW** in 1985, ratified it in 1989 and adopted its Optional Protocol in 1999. Articles 7-16 of **CEDAW** direct

State Parties to, “take appropriate measures to eliminate discrimination against women in all fields specifically inequality under the law, in governance and politics, the workplace, education, healthcare and in other areas of public and social life”.

Further, **CEDAW** Recommendation 19 Article 11 on equality in employment, states that ‘Equality in employment can be seriously impaired when women are subjected to gender-specific violence, such as sexual harassment in the workplace’; and its Committee’s General Recommendations No. 19 on violence against women, provides *that State parties should include in their reports information on sexual harassment, and on measures to protect women from sexual harassment and other forms of violence of coercion in the workplace.*

iii) Articles 12-13 of the Protocol to the **African Charter on Human and People’s Rights on the Rights of Women in Africa**, obligates State Parties to:

- Eliminate all forms of discrimination against women and guarantee equal opportunities and access in the sphere of education and training;
- Protect women from all forms of abuse (including sexual harassment):
- Ensure transparency in recruitment, promotion and dismissal of women and combat and punish sexual harassment in education and the workplace.

In the past few decades, while significant progress has been made in advancing gender equality through the aforementioned landmark UN agreements *inter alia* like the Beijing Declaration and Platforms of Action and **CEDAW**, women still face significant discrimination especially in accessing education and employment. Gender equality is not only a basic human right, but its achievement portends enormous socio-economic benefits. Empowering women is closely associated with economic progress, productivity and growth of nations. Yet gender inequalities

remain deeply entrenched in most societies including Nigeria - women lack access to productive resources, decent work and health care. They are under-represented in economic decision making processes and suffer violence and discrimination including sexual harassment and abuse.

More than a decade ago, students at Jahangirnagar University, Bangladesh were the first to call for a Sexual Harassment Policy. In June 2009, using the sexual harassment guidelines for the first time, the High Court ruled in favour of few female students of that University who had been sexually harassed by their teachers.

By ratifying **CEDAW** and making official commitments at the 1995 Beijing World Conference on women, Nigeria has endorsed the international standards of women's rights which require protection from sexual harassment. Consequently, in response to several treaties and conventions endorsed by Nigeria, Obafemi Awolowo University commits to the formulation, adoption and implementation of policies that would enhance the productivity of its human resources; its status as a reputable institution that protects the rights of individuals; and the effectiveness of the learning and working environment.

CHAPTER ONE

1.0 DEFINITION, RATIONALE, AND OBJECTIVES

1.1 DEFINITION

1.1.1 Sexual harassment within the context of Obafemi Awolowo University is unsolicited, unwelcome and unreciprocated sexual overture from a person to elicit unwanted sexual relations from another person.

1.1.2 Sexual harassment includes any inappropriate sexual overture, subtle and unsubtle persistent behaviours, assault and actual sexual abuse.

1.1.3 Sexual overture may take any form: physical, verbal or non verbal and may involve but not limited to assault, bullying, coercion, discrimination, favouritism (of a sexual nature), exploitation, intimidation, inappropriate or the unwelcome promise of rewards of any kind in exchange for sexual favours.

1.2 Types of sexual harassment

Sexual harassment includes:

- a. Quid pro quo sexual harassment; and
- b. Hostile environment harassment.

a) **Quid pro quo sexual Harassment:** This is the more easily recognized or overt form of sexual harassment. In its legal usage, *quid pro quo* (literal meaning: *this for that*), indicates the trading of an item or service in return for something of value.

b) **Hostile Environment Harassment:** This is the more covert form of sexual harassment. It takes the form of unwanted verbal or non-verbal conduct directed at a person.

1.2.1 Sexual harassment takes place when:

- a. The satisfaction of sexual demand(s) is made the condition for granting benefits (e.g. appointment, continued employment, promotion, increment, retirement, rewards, favours, marks, grades, prizes etc) or other decisions regarding an individual.
- b. An unwanted sexual overture is directed at a person such as touching, hugging , sexual remarks about a person's clothing, body or sexual relations, persistent request for an outing , conversations, jokes, stories of a sexual nature , display of sexually suggestive materials in the workplace, classroom without any educative relevance
- c. There is an unwelcome and deliberate physical contact of a sexual nature on another 's person
- d. Doors, windows and other access routes are closed, locked or blocked at official and unofficial places or hours with the intention of sexually harassing a person.

1.2.2 Sexual harassment also occurs when there is:

- i. Unwelcome verbal comments of a sexual nature towards a person
- ii. Demand or offer of sexual favours
- iii. Unwanted hints, invitation, innuendoes or suggestions for sex
- iv. Unsolicited gifts in cash or kind for sexual favour or gratification
- v. Persistent unwelcome indecent jokes of a sexual nature
- vi. persistent unwelcome obscene language(s) towards a person
- vii. Making, sending or displaying sexually suggestive materials without educational relevance
- viii. Unwanted comment(s) about a person's body

- ix. Offensive gesture of sexual nature towards a person
- x. Sexual victimization
- xi. An unsolicited visit by a person to another with a sexual gesture to attract undue privilege(s)
- xii. Indecent dressing with a covert or overt sexual expression
- xiii. Indecent exposure as a sexual overture

1.2.3 The harasser(s) may use:

- i. A privileged position
- ii. An academic or non academic opportunity
- iii. Counselling, mentor- like relationship
- iv. Sexualized environment(s) to sexually harass

1.3 Sexual Harassment Situations

1.3.1 Sexual harassment may occur in a variety of situations or circumstances and the harasser may or may not be in a position of power or authority over the victim.

1.3.2 The harasser may be any person, staff, students, residents, dependent; guardian, visitor, stranger, member or non member of the University community and the harassment may take place in any place within or outside the University.

1.3.3 The harasser may be of any gender and the victim does not have to be directly harassed as long as the conduct is sexually offensive and the victim is one of the persons affected by it.

1.4. Affirmative Action

1.4.1 Obafemi Awolowo University is committed to eliminating all forms of sexual harassment in the University

1.4.2 In furtherance of its mission, the University shall:

- i. Create an enabling learning and working environment devoid of sexual harassment and other sexual vices
- ii. Project high level of ethical and moral values for the University
- iii. Establish an institutional best practice on zero tolerance for sexual harassment
- iv. Maintain decent relationships among its staff, students and members of the University community
- v. Sensitize members of the University community on sexual harassment
- vi. Address the problems of “spurious allegation”
 - “culture of silence”
 - “blaming the victim”
 - “retaliation and backlash”,

surrounding sexual harassment cases

1.5 RATIONALE FOR THE POLICY

Obafemi Awolowo University is at the fore front of advocating for gender equality. It also promotes the creation of an enabling working and learning environment for both staff and students. One of the efforts of the University towards achieving this is to raise the level of moral standards among staff and students. This overall concern is to encourage the University to take a stand against all manner of conduct that could dent or tarnish its image. The University is therefore committed to educating its populace on the ills of sexual harassment and other related anti - social behaviour. It is important to note that sexual harassment can have debilitating effects on both the working, social conditions and the overall productivity of staff and students in the University. It is therefore regarded as a very serious offense, necessitating disciplinary actions.

The effects of sexual harassment on victims include:

- i. Poor academic performance,
- ii. Emotional trauma,
- iii. Loss of promotion,
- iv. Physical or overt victimization,

- v. Low productivity and
- vi. Health implications.

Health implications of indulging in sex in advanced situations of sexual harassment include:

- i. Unwanted pregnancies,
- ii. Abortions,
- iii. Urinary tract infections,
- iv. Sexually transmitted infections especially HIV/AIDS.

Occurrences of sexual harassment can also affect the image of the University nationally and internationally through:

- i. Bad public image,
- ii. Low web ranking,
- iii. Loss of popularity as a Centre of Excellence,
- iv. Loss of attraction to international students,
- v. Inability to attract donors.

1.6 OBJECTIVES OF THE POLICY

1.6.1 BROAD OBJECTIVE

Eliminate all forms of sexual harassment in the University

1.6.2 SPECIFIC OBJECTIVES

- i) Sensitize members of the University Community on sexual harassment.
- ii) Create an enabling learning and working environment devoid of sexual harassment and other sexual vices.
- iii) Project high level of ethical and moral values for the University.
- iv) Establish an institutional best practice on zero tolerance for sexual harassment.
- v) Maintain decent relationships among the workforce, students and the university community.
- vi) Address the “culture of silence and blaming the victim” surrounding sexual harassment.
- vii) Establish structures for dealing with cases of sexual harassment.
- viii) Guard and protect the academic image of the University.

CHAPTER TWO

2.0 CAUSES AND PREVENTION OF SEXUAL HARASSMENT

2.1 CAUSES OF SEXUAL HARASSMENT

Some of the causes of sexual harassment are as follows:

- i) Indiscipline on the part of the harasser. This includes lack of self control on the part of the person doing the harassment.
- ii) Manipulative tendencies by the person being harassed may include indecent exposure, provocative dressing and over-familiarity with the harasser.
- iii) Ignorance on the part of the harassed. This may be due to lack of awareness of what constitute sexual harassment and its prevention and handling.
- iv) Exploitation of unequal power relations,
- v) Low self esteem and/ or poor productivity on the part of the subordinate,
- vi) Societal attitudes. These include patriarchal , judgmental and beneficial mentality and attitudes,
- vii) Peer group influence,
- viii) Undue attraction from the harassed.
- ix) Unhealthy work environment relationships.

2.2 PREVENTION

Sexual harassment can be prevented, therefore:

- i) Sexual harassment should not be ignored;

- ii) The harassed should be assertive and say “NO”;
- iii) Avoid unnecessary visits to offices and homes of the opposite sex;
- iv) Cultivate appropriate dressing for appropriate occasion(s);
- v) The harassed should be sensitive to their instinct;
- vi) The harassed should report to appropriate authorities;
- vii) Policies and structures to prevent and address sexual harassment should be institutionalized;
- viii) Appropriate sanctions should be meted out to those found culpable;
- ix) Enlightenment campaigns/education should be conducted regularly;
- x) Students and staff should be encouraged to be diligent and excel in their work.

CHAPTER THREE

3.0 SITUATION ANALYSIS, POLICIES AND STRATEGIES

3.1 SITUATION ANALYSIS

It is well recognized that sexual harassment is a common global phenomenon that is likely to be more widespread in strongly patriarchal societies like Nigeria. This problem has spilled over to educational institutions. Findings from the situation analysis and prevalence of sexual harassment conducted at Obafemi Awolowo University during the 2011/2012 academic session are presented below:

Sample and Sampling Techniques

A total of 2500 male (45.3%), female (54.7%), 70% undergraduates, 30% postgraduates and 5% staff randomly selected from students and staff of all Faculties, Departments, Institutes and Centers at OAU through the multistage random sampling technique participated in the study. Overall 10% of the entire student population was selected for the data collection.

Procedure of Data Collection

The questionnaire was distributed to 3000 respondents in their halls of residence, lecture rooms, departments and faculties. Out of the 3000 questionnaire administered, only 2222 were correctly filled, while the rest were either filled or not returned at all.

Findings from analysis of baseline data

The findings were organized around the following themes:

1. Socio-economic status

The participants age were between 20-26 years (71.5%) for students and 50 years + (0.3%) among the staff. Majority of the respondents came from Osunstate (31.7%). Other states included are: Oyo (16.0%); Ondo (12.8%); Ekiti (9.9%); Ogun (9.8%);Lagos (3.6%); Gombe, Sokoto, Kano, Kebbi and Plateau (0.2%). The ethnic composition of the respondents include: Yoruba

(86.9%); Nupe, Tiv and Igbira (0.7%). The respondents religious leaning are Christianity (87.2%), Islam (12.5%) and African Traditional Religion (ATR = 0.3%).

2. Awareness and knowledge level of respondents about sexual harassments at OAU

The knowledge and awareness level of respondents' about occurrence of sexual harassment at OAU is high. 65.1% respondents indicated that they have heard of sexual harassment while 34.9% had never heard about it [*see appendix 1*].

In terms of frequency of knowledge and awareness of occurrences, 46.3% heard about it every session, 10.0% heard about it on monthly basis and 7.2% weekly [*see appendix 13*].

For those who have heard about occurrences of sexual harassment at OAU, majority of them (92.9%) heard about it in the University, 40.1% from media, 35.5% from friends, 14.2% from the internet, 4.6% from personal encounter, 4.5% from parents/guardians and 1.1% from other sources [*see appendix 14-22*].

FGD 1- In my opinion sexual harassment occurs when someone from a higher position like a lecturer to a student, a senior staff to a junior staff, a man or a woman is trying to be too close when you don't want it. Sometimes it may just be remarks that are sexual harassment in nature. Sometimes it could be a touch from somebody who is not so familiar such as slapping someone on the buttocks etc. Sometimes it may be outright rape. It could also be, wanting sexual favour from someone who does not want it. Sexual harassment could be from a female to a male, it is not only females that are harassed- A female respondent in a focus group discussion

3. Nature and forms of sexual harassments at OAU

About 23.0% of the respondents define sexual harassment as 'sexually assaulting or raping a lady', 13.3% view it as 'making offensive sexual comments about a women in her presence', 13.1% explained that 'it occurs whenever a person in a position of authority take undue advantage over his or her subordinate', 8.8% defined it as 'sexual act without consent from opposite sex (i.e. unwanted sex)', 7.8% saw it as 'a situation whereby a harasser tries to intimidate or coerce someone into sex or trying to subject him/her to intimidation', 7.4% indicated that it is 'a situation whereby a female is denied opportunity because of her refusal to yield to sexual overture from her boss', 6.2% define it as 'intentional provocative dressing to seduce the opposite sex' [*see appendix 23*].

With regards to forms of sexual harassment known by respondents, majority (23.2%) identified 'sexual abuse/ assault'. Other identifiable form of sexual harassment at OAU include: rape/attempted rape (10.8%), indecent dressing/exposure of sensitive part of the body (10.2%), non-verbal gesture such as winking of eyes and unwelcome touch (10.1%), nudity (9.0%), using vulgar language (8.7%) and caressing/forceful kissing (7.8%) [*see appendix 24*].

The types of sexual harassment experienced by respondents include: a) Sexual abuse/assault = 23.2 %; b) unwanted physical contact and suggestions of sexual overture = 14.0%; c) display of

items of sexual nature = 7.4%; d) inappropriate graffiti of a sexual nature = 2.3%; e) unwanted jeers, sexual comments or gestures= 17.3%; f) text messages or e-mails = 8.8%; g) offers of money or other gift = 12.1%; & h) offers of marks or upgraded score = 5.2%. [see Appendix 25]

FGD 2- Before now, I use to think that sexual harassment is only from a male to a female i.e. male harassing female, male lecture harassing the female students, but today I have a different view from the various experiences I have seen firsthand, not hearsay. In my Faculty, I was appointed to work on a committee on sexual harassment. In the past two years I discovered men are harassed terribly, female harassing male, students harassing lecturers, this made me conclude that sexual harassment can also come from females to males. A male respondent in a focus group discussion

harassed at
sed persons
(2%), sister

5. Prevalence and trends of sexual harassments at OAU

The outcome of the baseline study on sexual harassment at ObafemiAwolowo University (OAU) showed *female students* (81.6%) as the most at-risk group [see Appendix 28& 29]. This is followed by female cleaner (76.7%), male administrator (76.1%), male lecturer (77.1%), male visitor (75.4%), and male cleaner (74.9%).

The trend analysis revealed male lecturer to female student as the most common pattern (16.6%). This is followed by male student to female student (14.3%), male lecturer to female cleaner (8.5%), female student to male student (6.6%), female administrator to male student (5.9%), senior female administrator to junior male administrator (6.2%), female student to male (5.0%), male administrator to female cleaner (4.5%), male administrator to female student (4.3%), senior male administrator to junior female administrator (4.1%), male student to female lecturer (3%) , female lecturer to male student (2.9%), male student to female visitor (2.7%), and male lecturer to female lecturer (2.3%) {see Appendix 30}.

FGD 3- It is difficult to say how many cases of sexual harassment are happening in this University because many of the victims will not report to anyone. For instance many of the girls who are victims of rape will not come out to report the incidence because of the stigma attached. 'There was a case of a young lady who was raped within the university community. After the rape, the guy then bullied her friends who encouraged her to report the incidence to the Centre for Gender and Social Policy Studies. The case was eventually handled by the security operatives and the perpetrator was caught in Lagos. They found out the rapist was not from OAU. A male respondent in a focus group discussion

FGD 4- There are many cases of sexual harassment happening in the University almost everywhere, in the hostels, in the offices and at the sport center. But I think that females are more vulnerable to sexual harassment than males on this campus. Sometimes ago the cleaners used to complain of seeing abortion blood in the student toilets. These are evidences that evil things are happening but the victims don't have the boldness to report. A female respondent in a focus group discussion

7. Victims' acceptability and refusal level of sexual harassments and overtures at OAU

The two categories of unwillingness in accepting sexual overtures noted by respondents are: a) unwilling acceptance of increased score or grades (4.5%); money or gifts (9.1%); text messages (10.4%); & unwanted jeers/comments (8.1%); b) forced/coerced to accept increased score or grades(3%); money or gifts(2.4%); text messages (3.1%); &unwanted jeers/comments(4.9%) [see Appendix 7]. A substantial number of respondents made disclosure of sexual harassment to co-students (71.9%),parents /guidance (10.3%), pastor (4.5%), Heads of Departments (4%),and lecturer/supervisor (3.2%) amongst others [see Appendix 31].

8. Institutional mechanisms of reporting occurrence of sexual harassments at OAU

A substantial number of the respondents (62.2%) indicated that they have reported the incidence of sexual harassment to someone while 72.8% did not report to anyone. Some of the reasons why respondents reported cases of sexual harassment to others include: seeking of advice and guidance (12.9%); confidant (12.6%); peace of mind (8.7%); caution & prevention (8.4%) [see Appendix 32].

The following were some of the actions taken by the person to whom respondents reported cases of sexual harassment: Nothing (26.6%); Advice (42.8%); confronted-sanctioned (10.4%); prayer (3.5%); legal action (3.2%) [see Appendix 33].

Most of the respondents (78.2%) were satisfied with the action taken while some (21.8%) were not. The following are types of actions the respondents who were not satisfied would have preferred to be taken: severe punishment (23.2%); arrest/legal action (14.5%); report to appropriate authority (14.5%); confrontation/investigation (5.8%); castrate him (1.4%); death penalty (1.4%); & warning (4.3%) [see Appendix 34]. On occupational status basis, dismissal is the common type of sanctioned recommended as punishment to be meted out against any principal officer (50.7%), lecturer (50.5%), and administrative officers (46.0%) involved in sexual harassment in the university [see Appendix 35]. Expulsion was recommended for students (46.2%), banned and driven away for visitors (5.1%).

9. Respondents' suggested types of sanctions to be meted out against perpetrators of sexual harassments at OAU.

Respondents presented various opinions on the type of penalty that should be meted out against perpetrator of sexual harassment. The most popular sanction suggested for erring senior administrative staff is summary dismissal (46%); other forms of sanction include suspension from duty (25.2%); demotion (9.3%);, arrested and charge to court (4.3%), written warning (2.3%); and public apology (0.8%). In the case of junior administrative staff, widely suggested sanctions included suspension 36.1%, retrenchment (26.4%), dismissal (13.6%); demotion (8.4%); warning (3.9%); public apology and beating (0.3%)

Respondents also stated that visitors who are perpetrators of sexual harassment should be completely banned from ever visiting OAU and driven out of the university (35.3%), some other views include arrest by the security personnel or the police (22.5 %); imprisonment (13.5 %); charge to court (11.3%); public disgrace (4.4%); beating (3.3%); and hanging or killing (0.9%). Staff dependants who are found culpable are to be imprisoned (27.0%) or to be driven out and banned from the University community completely (23.8%). A few other suggestions include beating (15.3%) and police arrest (14.5%).

A good number of respondents preferred the following officers to be mandated to redress sexual harassment issues at OAU: Director, Student Affairs (DSA)(91.5%); Dean (88.7%); Heads of Departments (83.4%); the registrar(60.5%); All lecturers (4.4%); & Disciplinary committee (1.7%).

The preferred types of actions to be taken to prevent sexual harassment in the university include: Appropriate sanction (99.6%); Endorsement of dress code (99.9%); team teaching (99.8%), and open door policy (99.8%)[see *Appendices 36-48*].

FGD 5- Currently I don't know of any effective mechanism for redress except a few ad hock committees set up to address the issue only after it has happened. I don't think this is effective in addressing sexual harassment on this campus. There should be a proper structure at the various levels, department, faculty and at the University management to ensure that the procedure and regulations are properly adhered. A male respondent in a focus group

FGD 6- If it will be possible, the University can invite an NGO that would organize awareness programme through workshops and other educational activities particularly for the females to empower them on self defense against sexual harassment and rape. A male respondent in a focus group discussion.

FGD 7- Sometimes the female provocative dressing is the attraction for sexual harassment. The CGSPS should advocate for the enforcement of the University dress code and ensure that the University punishes those who fail to comply. A male respondent in a focus group discussion

3.2 POLICIES AND STRATEGIES.

3.2.1 Policy Statement One

To sensitize the University community about the evils of sexual harassment, thereby engendering a sense of social responsibility and zero tolerance for sexual harassment.

3.2.1.1 Strategies

- i) Adoption and implementation of the University's Anti - Sexual Harassment policy.
- ii) Production and dissemination at the start of every academic session a code of conduct leaflet on anti- sexual harassment.
- iii) Organization of two enlightenment campaigns per session (one per semester).
- iv) Adherence to and enforcement of the University's existing policy on team teaching for large classes that individual lecturers would not easily influence overall grades allocated to a student;

3.2.2 Policy Statement Two

The policy aims at creating a learning and working environment devoid of sexual harassment for building an efficient organization and achieving gender equity and equality.

3.2.2.1 Strategies

- I. Establish structures (Faculty/Unit Anti-Sexual Harassment Action Committees and University Anti-Sexual Harassment Committee) where victims can seek redress.

- II. Institutionalized attention and support should be given to victims of Sexual Harassment from designated DSA Counselors as the first points of call with dedicated telephone hotlines for victims of sexual harassment
- III. To establish procedures to be followed in cases of sexual harassment.

A. Procedures to be followed by Student Complainants

- i. *Complainant(s) shall make initial contact with the Counselors from the Directorate of Student Affairs (DSA) on the hot lines provided; any member of the Faculty/Unit Anti- Sexual Harassment Action Committee and/ or any significant trusted person*
- ii. *Follow up with face-to face interaction with the DSA Counselor and/or a member of the Faculty /Unit Anti-Sexual Harassment Action Committee,*
- iii. *Complainants are encouraged to provide concrete oral or documentary evidence,*
- iv. *Complainant(s) shall comply with the Counselors'/ Anti-Sexual Harassment Action Committee member's advise,*
- v. *Counselor/Anti-Sexual Harassment Action Committee member shall assure the victim that he/she will not be victimized,*
- vi. *Counselor shall forward the report to the relevant Faculty/Unit Anti-Sexual Harassment Action Committee*

B. Procedures to be followed by Staff Complainants

- i. Complainant(s) should make contact with a member of the Faculty/Unit Anti-Sexual Harassment Action Committee and/ or any trusted significant others,*
 - ii. Complainant(s) are encouraged to provide concrete oral or documentary evidence,*
 - iii. Complainant(s) shall comply with the instructions of the Faculty/Unit Anti-Sexual Harassment Action Committee*
 - iv. Member(s) of Faculty/ Unit Anti-Sexual Harassment Action Committee shall be able to assure the complainant that he/she will not be victimized,*
 - v. Member(s) of Faculty/ Unit Anti-Sexual Harassment Action Committee should write a report to the Chairperson of the Faculty/Unit Anti- Sexual Harassment Committee to initiate appropriate processes.*
- IV. University shall enforce existing regulations on time limit for visitors in the hostels.
- V. The University shall ensure that necessary infrastructures like electricity and transportation are functioning.
- VI. The University Management shall establish anonymous and online students' assessment, internal/external evaluations every session (one mid-session-internal and one at the end of the session-external)

3.2.2.2 Advise to Students on how to prevent Sexual Harassment

- i) Students have responsibility to be security conscious and must avoid situations that can compromise their safety; therefore students are advised to avoid lone ranging, isolated places and paths.
- ii) Students are advised to avoid indecent dressings which expose parts of the body supposed to be covered.
- iii) Students are advised to avoid visiting members of the opposite sex at odd hours, and if need be, preferably in the company of another person of the same sex.
- iv) Students should avoid involvement with organizations that are not registered with the Directorate of Student Affairs.
- v) The University should enforce the University Dress Code.
- vi) Before boarding, students should document the registration numbers of vehicles, motor cycles and commuter buses conveying them within and outside the University Campus any time.

3.2.2.3 Code of Conduct for Staff

- i) Staff should allow their conduct to be governed by the University's code of conduct for staff and uphold the ethics of their respective professions by not compromising informal interactions with students.
- ii) Staff shall be encouraged to leave their office doors opened during interactions with the opposite sex to encourage transparency.

3.2.2.4 Code of Conduct for University Management

- i. The University Management shall enforce the Anti- Sexual Harassment Policy.
- ii. There shall be prompt investigation of cases of sexual harassment.
- iii. The University Management should institute appropriate disciplinary action for erring staff or students.
- iv. The University Management shall mandate the Security Unit to register all vehicles and motor cycles coming into the Campus after 7 p.m.
- v. The University Management shall procure more patrol vehicles, hire more security staff and mandate the Security Unit to have more groups providing round-the-clock patrol on all campus roads.

3.2.3 Policy Statement Three

Obafemi Awolowo University encourages all staff and students to report any act of sexual harassment to the appropriate authority for necessary action. The University promises to keep all information about the complainants confidential so as to protect their privacy.

In view of the fact that the University is aware of false accusations of sexual harassment, it shall take appropriate measures to discipline complainants, if allegation of sexual harassment is found to be false.

3.2.3.1 Strategies

- i. Faculty/Unit Action Committee Member and DSA Counselor shall obtain consent to proceed from the victim and write a report to the Chairperson of the Faculty/ Unit Action Committee on Anti- Sexual Harassment, to initiate appropriate processes.

- ii. The University shall mandate the Faculty /Unit Anti- Sexual Harassment Action Committee and University Anti-Sexual Harassment Committee to work within strict timelines.
- iii. The Faculty/ Unit Anti-Sexual Harassment Committee shall recommend sanctions commensurate with offence ranging from suspension, demotion, loss of remuneration, loss of promotion, dismissal, expulsion(students), warning and expulsion from the halls of residence
- iv. The University shall implement sanctions within the shortest time possible, preferably 4 to 10 weeks of the report.
- v. The Centre for Gender and Social Policy Studies shall conduct advocacy, sensitization and social mobilization on sexual harassment related matters.
- vi. The University shall provide an avenue for protecting the privacy of the harassed.
- vii. The University shall create an institutionalized process for workshop training on Anti-Sexual Harassment for counselors and other interested members of the University Community.
- viii. The policy shall be widely posted as well as disseminated to every member of the University community on Bill Boards, OAU Net, Great FM and the University News Bulletin.
- ix. The University shall institute a Community Anti-Sexual Harassment Enlightenment Day.
- x. Commitment to the policy shall enjoy full cooperation at the highest level of the University Administration.

- xi. The University shall develop an internal complaints process that assures confidentiality and has multiple points of access, not just to the harassed but to the alleged harasser.
- xii. Faculty /Unit Anti-Sexual Harassment Committee shall carry out preliminary investigation of complaints promptly and thoroughly, maintain confidentiality and ensure security of persons as much as possible, and send a formal report to the appropriate University authority i.e. Dean, Vice- Chancellor, Registrar etc.
- xiii. The University shall ensure that the harassed complainant is protected.
- xiv. The Centre for Gender and Social Policy Studies should conduct training workshops for members of the University community on Anti- sexual harassment policy and practices. The University must ensure that the training covers responsibilities of members to each of the groups within the community regarding the University's Anti- Sexual Harassment policy.
- xv. The University shall take prompt and decisive action when the Anti- Sexual Harassment policy is violated.

3.2.4 Policy Statement Four

To conduct regular and ongoing monitoring and evaluation so as to determine the level of implementation and progress in the achievement of the objectives of the Anti-Sexual Harassment policy.

3.2.4.1 Strategies

- i. The University shall collate and analyze data from the Faculty/unit anti-sexual harassment Action Committee, the University Anti- sexual Harassment Committee and other sources.
- ii. The University shall establish a surveillance system that regularly tracks incidences of sexual harassment and appropriate penalties.

- iii. The University shall publish and disseminate annual reports on the level of implementation of the anti-sexual harassment policy as a means of sharing best practices and lessons learned.
- iv. The University Management shall mandate the Security Unit to register all vehicles and motor cycles coming into the Campus after 7 p.m.

CHAPTER FOUR

4.0 IMPLEMENTATION STRUCTURES

4.1 The University Management

Membership comprises of:

- i) The Vice-Chancellor,
- ii) The Deputy Vice-Chancellor (Academic),
- iii) The Deputy Vice-Chancellor (Administration)
- iv) The Registrar
- v) The Bursar
- vi) The Librarian

Terms of Reference

- i) To adopt and support Senate approval of the policy
- ii) To ensure dissemination and implementation of the policy
- iii) To enforce the prescribed sanctions
- iv) To provide needed infrastructures recommended within the policy
- v) To provide financial and human resources required for effective implementation of the policy
- vi) To oversee monitoring and evaluation of implementation

4.2 Faculty / Unit Anti-Sexual Harassment Action Committees

Membership shall comprise of:

- i) Seven persons of integrity selected by Faculty Board
- ii) At least 50 per cent women
- iii) One senior academic and/ or administrative staff
- iv) One junior academic and/ or administrative staff
- v) One each female and male student representative

- vi) The Dean of the Faculty/ Administrative Head shall chair the Committee
- vii) The Committee shall select the Deputy Chair person
- viii) Where the Chairperson is the subject of the complaint, the Deputy Chairperson shall chair the investigation.

Terms of Reference

- i) To identify persons involved and establish level of their involvement;
- ii) To investigate all reported cases of sexual harassment referred to it by informal (DSA counselors) and formal channels (member(s) of Faculty/Unit Anti-Sexual Harassment Action Committees);
- iii) Make appropriate recommendations and prescribe sanctions.

4.3 University Anti-Sexual Harassment Committee

Membership to comprise of thirteen persons as follows:

- i. A chairperson to be appointed by The Vice-Chancellor
- ii. Two representatives (male and female members of the University Governing Council
- iii. The Director, Centre for Gender and Social Policy Studies
- iv. One representative from the Humanities to be appointed by the Vice- Chancellor
- v. One representative either from Science, Health Sciences and Technology, to be appointed by the Vice-Chancellor
- vi. One non-academic staff
- vii. Dean of Student Affairs
- viii. A lawyer preferably from the Faculty of Law
- ix. The Director, Directorate of Medical and Health Services
- x. A University Counselor

- xi. The Chief Security Officer or his representative
- xii. One representative for the students

Where the Chairperson is the subject of the complaint, a deputy Chairperson selected from the members shall investigate the complaint.

Terms of Reference

- i) To thoroughly investigate all reported cases of sexual harassment referred to it by informal (DSA counselors) and formal channels (Faculty/Unit Anti-Sexual Harassment Action Committees and the Vice-Chancellor)
- ii) To have appellate jurisdiction over the decisions made by the Faculty/Unit Anti-sexual Harassment Action Committee.
- iii) To review cases decided and decision made by the by the Faculty/Unit Anti-Sexual Harassment Action Committee.
- iv) To follow up implementation of recommended sanctions.

4.4 Directorate of Student Affairs (DSA)

Terms of Reference

- i) To provide informal Counselors and counseling services
- ii) To initiate processes of informal investigation and report to appropriate quarters.
- iii) To ensure adequate protection of the complainants

4.5 Directorate of Medical and Health Services

Term of Reference

- i) To provide all required technical logistics in the course of handling reported cases.

4.6 Centre for Gender and Social Policy Studies

Terms of Reference

- i) To facilitate the drafting and processing of the policy
- ii) To organize workshops/ enlightenment campaign
- iii) To organize the anti-sexual harassment enlightenment day
- iv) To collaborate with DSA to generate a data base of prospective Counselors
- v) To monitor and evaluate the implementation of the policy
- vi) To conduct research on sexual harassment
- vii) To collaborate with other agencies to conduct sensitization and training on sexual harassment.
- viii) To conduct training courses on anti-sexual harassment for example, for Local Governments, Universities, NGOs and MDAs
- ix) To conduct sensitization workshops for primary and secondary schools
- x) To mount a gender studies special electives that incorporates topics on sexual harassment
- xi) To provide training on assertive behavior and self defense techniques
- xii) To conduct an annual sensitization/enlightenment workshops for commercial vehicle drivers and motorcyclists on campus
- xiii) To monitor and evaluate the implementation of the policy
- xiv) From time to time, to review and update the policy.

4.7 Security and Common Services

Terms of Reference

- i) To provide adequate security and effective patrolling of the University Estate
- ii) To provide hot lines and rapid response to distress calls
- iii) To ensure security and protection of victims

4.8 Division of Works and Maintenance Services

Terms of Reference

- i) To provide adequate lighting of all University roads

- ii) To eliminate all illegal routes.

INSTITUTIONAL STRUCTURE FOR IMPLEMENTATION OF THE ANTI-SEXUAL HARASSMENT POLICY

- i) The Vice-chancellor
- ii) DVC (Academics)
- iii) DVC (Administration)
- iv) The Bursar } University Management
- v) Registrar
- vi) The Librarian)
- vii) University Anti-Sexual Harassment Committee
- viii) Faculty/ Unit Anti-Sexual Harassment Action Committee
- ix) Centre for Gender and Social Policy studies
- x) Division of Student Affairs
- xi) Directorate of Medical and Health Services
- xii) Security and Common Services
- xiii) Division of Works and Maintenance Services
- xiv) Academic Staff
- xv) Non Academic Staff
- xvi) Students