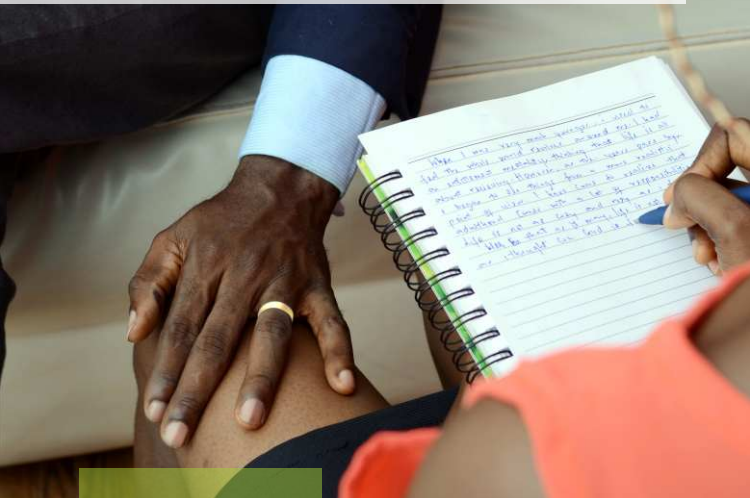




**OBAFEMI
AWOLOWO
UNIVERSITY**

ILE-IFE, NIGERIA



TIPS ON **SEXUAL HARASSMENT**

1. POLICY STATEMENT

Obafemi Awolowo University has zero tolerance for sexual harassment and is committed to eliminating all forms of sexual harassment in the university.

Sexual harassment is against the law and the university will take prompt and appropriate stiff disciplinary action against any allegation of sexual harassment that is proven.

2. DEFINITION OF SEXUAL HARASSMENT

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

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

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

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 unwelcomed and deliberate physical contact of a sexual nature on another's body.
- (d) Doors, windows and other access routes are closed, locked or blocked at official and unofficial places or hours; television/radio tuned to the highest volume to drown the victim's cry for help, with the intention of sexually harassing a person.
- (e) Sexual harassment also occurs when there is:
 - (i) Unwelcomed 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 unwelcomed indecent jokes of a sexual nature;
 - (vi) Persistent unwelcomed obscene language towards a person;
 - (vii) Making, sending or displaying sexually suggestive materials without educational relevance both online and offline;

- (viii) Unwanted comment(s) about a person's body;
- (ix) Offensive gesture of a 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; and
- (xiii) Indecent exposure as a sexual overture.

3. COMPLAINT PROCEDURES

Procedures to be followed by Student Complainants

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



FOR STUDENTS

- 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.
- Students are advised to avoid indecent dressings which expose parts of the body supposed to be covered.
- Students are advised to avoid visiting members of the opposite sex at odd hours, and if necessary, preferably in the company of another person of the same sex.
- Students should avoid involvement with organizations that are not registered with the Division of Student Affairs.
- The University will enforce the University Dress Code.
- Before boarding, students should document the registration numbers of vehicles, motor cycles and commuter buses conveying them within and outside the University Campus at any time.
- Students should be encouraged to speak out and report any suspicious cases of sexual harassment to the Security Unit and DSA.

**SECURITY
EMERGENCY
PHONE NUMBERS**

0905 829 2828, 0905 829 2850,
0807 521 1840, 0811 150 0227

**DIVISION OF
STUDENT AFFAIRS (DSA)**

0803 429 8496

*Text messages can be sent
at any time of the day.*

*If you are interested in joining the student Anti-Sexual Harassment club
register at the counselling unit, Division of Student's Affair, OAU*