

**OBAFEMIAWOLOWOUNIVERSITYILE-IFE, NIGERIA**

**ANTI - SEXUAL HARASSMENTPOLICY**

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

ObafemiAwolowoUniversity, Ile-Ife, Nigeria

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## **Organogram**

Power Map (Organogram) Of Implementation Structure For Anti-Sexual Harassment Policy

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### **List of Acronyms**

<b>ASH</b>	-	Anti-Sexual Harassment
<b>AU</b>	-	African Union
<b>CEDAW</b>	-	Convention on the Elimination of All Forms of Discrimination Against Women
<b>CGSPS</b>	-	Centre for Gender and Social Policy Studies
<b>DSA</b>	-	Division of Student Affairs
<b>DVC</b>	-	Deputy Vice-Chancellor
<b>FGD</b>	-	Focus Group Discussions
<b>IPTTO</b>	-	Intellectual Property and Technology Transfer Office
<b>MDAs</b>	-	Ministry, Departments and Agencies
<b>NGOs</b>	-	Non-Governmental Organisations
<b>NGP</b>	-	National Gender Policy
<b>OAU</b>	-	Obafemi Awolowo University
<b>OAUICL</b>	-	Obafemi Awolowo University Investment Company Limited
<b>POSH</b>	-	Prevention of Sexual Harassment
<b>SDGs</b>	-	Sustainable Development Goals
<b>STDU</b>	-	Staff Training and Development Unit
<b>UN</b>	-	United Nations
<b>SH</b>	-	Sexual Harassment
<b>GBV</b>	-	Gender Based Violence

## PREFACE

The Anti-Sexual Harassment Policy (ASH) for Obafemi Awolowo University (OAU), Ile-Ife, is premised on several international and regional normative standards to which Nigeria is signatory and complimented by a national policy. These include:

- (i) **The Beijing Platform of Action**, paragraphs 1-8 recognize 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 employer develop ASH 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 18 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.

(iv) **Sustainable Development Goals**

The recent Sustainable development goals(SDGs) recognize that gender equality is integral to all dimensions of inclusive and sustainable development and that achieving agenda 2030, requires ending gender discrimination. Thus, Agenda 2030 calls for the universal achievement of the Sustainable Development Goals (SDGs) aiming at the well-being of all. In particular, the agenda focuses on “not leaving anyone behind” with concentration on the mostmarginalized and excluded,requiring strong policies to address inequalities globally, including ending gender-based discrimination and barriers. In particular, having a society free of sexual harassment supports SDGs 5, 8 and 10.

**(v) Agenda 2063 of the African Union Commission**

The agenda 2063 of African Union Commission in support of gender equality has “*Full gender equality in all spheres of life*” as a goal targeting in particular the following;

- *Women and girls empowerment and*
- *Violence and discrimination against women and girls.*

**(vi) Constitution of the Federal Republic of Nigeria**

The Constitution of the Federal Republic of Nigeria, Section 42 stipulates ‘Equality and Protection from Discrimination’.

**(vii) National Gender Policy 2006**

The National Gender Policy (NGP)2006 is a commitment to building a just society where no person is discriminated against, where all abilities of all social groups are mobilized and utilized to achieve enjoyment of basic human rights and protect the health, social, economic and political well-being of all citizens for fair, rapid economic growth. It is a policy that further enhances women’s rights and continues to provide a clear framework for addressing inequalities deeply rooted in society.

**(viii) Sexual Harassment in Tertiary Educational Institutions Prohibition Act, 2016**

Section 8 of the Sexual Harassment in Tertiary Educational Institutions Prohibition Act, 2016 in Nigeria stipulates that:  
“*Sexual harassment of a student is an offence and is liable to up to 5 years imprisonment but not less than 2 years with no option of fine*”

In the last 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 e.g. 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.

It should be noted that calls for formulation of Guidelines on Sexual Harassment had first come from students and teachers of Jahagirnagar University, Bangladesh in 2008, in the wake of persistent incidents of serial sexual harassment, for more than ten years, involving both teachers and students as perpetrators.

By ratifying **CEDAW** and making official commitments at the 1995 Beijing World Conference on women, Nigeria has endorsed international standards of women's rights which require protection from sexual harassment.

Consequently, the endorsement of several treaties, conventions, and the SDGs by Nigeria, commits Obafemi Awolowo University 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.

This policy also relied on other documents which include the GBV amendment law 2018 of Ekiti State, state of Osun Administration of criminal justice Law 2018, cyber crime act of Nigeria 2018, criminal code of Nigeria and the Violence against Persons Prohibition Act.



# CHAPTER ONE

## 1.0 DEFINITION, RATIONALE, AND OBJECTIVES

### 1.1 DEFINITIONS

#### 1.1.1 SEXUAL HARASSMENT (SH)

Sexual harassment within the context of Obafemi Awolowo University is unsolicited, unwelcomed and unreciprocated sexual overture from any person including the unwelcome and inappropriate promise of rewards in exchange for sexual favors. 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, or non-verbal, and may involve but is not limited to assault, bullying, coercion, discrimination, favoritism (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.

#### *Types of Sexual Harassment*

Sexual harassment includes:

- (a) Quid pro quo sexual harassment;
  - (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: *tit for that*), indicates the trading of an item or service in return for something of value, e.g. sex for marks.

- (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.

***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 or classroom without any educational 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 any cry for help, with the intention of sexually harassing a person.

***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);

***The perpetrator(s) may use:***

- (i) A privileged position;
- (ii) An academic or non-academic opportunity;
- (iii) Counseling, mentor-like relationship;
- (iv) Highly sexualized environments(s) such as brothels, hotels, beer parlors and relaxation joints;
- (v) Unsolicited gifts and visits;
- (vi) Blackmail to tarnish the reputation of the survivor; and
- (vii) Drugs

***Sexual Harassment Situations***

Sexual harassment may occur in a variety of situations or circumstances and the perpetrator may or may not be in a position of power or authority over the complainant/survivor.

The perpetrator may be any person: staff; student; resident; 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.

The perpetrator may be of any gender and the complainant/survivor does not have to be physically harassed as long as the conduct is sexually offensive and the complainant/survivor is one of the persons affected by it.

### **1.1.2 OTHER FORMS OF SEXUAL AND GENDER BASED VIOLENCE (SGBV)**

SGBV includes incidents of sexual assault and rape, domestic violence including physical and psychological violence in family relationships, and intimate partner relationships, sexual harassment and stalking. All genders experience SGBV but women are disproportionately affected. The different forms of SGBV have their roots in gender inequality and in the different power relations between men and women in society. They are therefore understood as gender-based violence and are often interlinked.

*Physical Violence* (PV) includes all forms of physical abuse such as punching, kicking, slapping, assault with objects, acid baths, stabbing, etc.

*Sexual violence* (SV) is any unwanted sexual act or activity. There are many different kinds of sexual violence and can be psychological and/or physical. SV includes but is not restricted to: rape, sexual assault, child sexual abuse, sexual harassment, coercion, gaslighting, sexual exploitation, forced marriage and so-called honour-based violence and ritual abuse, which can also be forms of domestic violence.

*Rape* is defined under the Violence Against Persons Prohibition Act (Section 1) as follows: “A person commits the offence of rape if he or she intentionally penetrates the vagina, anus or mouth of another person with any other part of his/her body or anything else without consent, or the consent is obtained by force”.

*Sexual assault* includes all forms of psychological and emotional violation in the form of a verbal attack (name calling), threats of violence, humiliation, sexual act inflicted on someone without their consent. It can involve forcing or manipulating someone to witness

or participate in any sexual acts, denial or discrimination on the basis of sex, stalking on social media, recording and posting of violence or compromising images.

*Sexual extortion* is a growing form of sexual exploitation which is promoted by technology in the current digital age. Sexual extortion happens when a person abuses their power or authority to coerce sexual acts, images, or videos from another. It is also called sextortion. Sextortion refers to the broad category of sexual exploitation in which threatened release of sexual images or information is the means of coercion.

*Domestic violence (DV)* is violence or other abuse in a domestic setting, such as in marriage or cohabitation. It is often used as a synonym for intimate partner violence, which is committed by one of the people in an intimate relationship against the other person. United Nations defines DV as a pattern of behavior in any relationship that is used to gain or maintain power and control over an intimate partner. Violence may be physical, sexual, emotional, economic or psychological actions or threats of actions that influence another person. This includes any behaviors that frighten, intimidate, terrorize, manipulate, hurt, humiliate, blame, injure, or wound someone.

## 1.2 **STATEMENT OF COMMITMENT**

1.2.1 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.

1.2.2 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 a 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; staff of associated institutions in the University, visitors, contractors and service providers;
- (v) Sensitize members of the University community, staff of associated institutions in the University, business operators and service providers on campus on sexual harassment;
- (vi) Address problems surrounding sexual harassment, such as:
  - spurious allegation
  - culture of silence
  - blaming the survivor
  - retaliation and backlash
- (vii) Ensure that survivors are entitled to:
  - Be treated with fairness and professionalism
  - Be treated with dignity and respect
  - Be treated with empathy
  - Be given the choice of how they choose to report
  - Be given privacy and confidentiality within the confines of the law

### **1.3 RATIONALE FOR THE POLICY**

Obafemi Awolowo University is at the fore front of advocating for gender equality. As shown by the establishment of a Programme in Women Studies and Child Survival in 1986 which evolved into the Centre for Gender and Social Policy Studies (CGSPS), the University 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 standard among staff and students. The 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 severe disciplinary actions.

The effects of sexual harassment on survivors include:

- (i) Poor academic performance;
- (ii) Total abandonment of academic programme and job;
- (iii) Emotional and psychological trauma;
- (iv) Loss of promotion;
- (v) Physical or overt victimization;
- (vi) Low productivity;
- (vii) Health implications; and
- (viii) Untimely death.

The implications of indulging in sex as a result of sexual harassment include:

- (i) Unwanted pregnancies;
- (ii) Abortions;
- (iii) Urinary tract infections;
- (iv) Sexually transmitted infections especially HIV/AIDS; and
- (v) Untimely death.

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; and

- (v) Inability to attract donors.

## **1.4 OBJECTIVES OF THE POLICY**

### **1.4.1 BROAD OBJECTIVE**

Eliminate all forms of sexual harassment and SGBV in the University.

### **1.4.2 SPECIFIC OBJECTIVES**

- (i) Sensitize members of the University Community on sexual harassment and SGBV;
- (ii) Create an enabling learning and working environment devoid of sexual harassment and other sexual vices;
- (iii) Project a high level of ethical and moral values in the University;
- (iv) Establish an institutional best practice on zero tolerance for sexual harassment and SGBV;
- (v) Establish structures for dealing with cases of sexual harassment and SGBV;
- (vi) Maintain decent relationships among the workforce, students and the University community;
- (vii) Address the “culture of silence and blaming the victim” surrounding sexual harassment; and
- (viii) Guard and protect the 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 and lack of self-control on the part of the person doing the harassment;
- (ii) Ignorance on the part of the person experiencing harassment; this may be due to lack of awareness of what constitutes sexual harassment and its prevention and handling;
- (iii) Exploitation of unequal power relations;
- (iv) Societal attitudes; these include patriarchal, judgmental and beneficial mentality and attitudes;
- (v) Peer group influence;
- (vi) Undue attraction/attention from the perpetrator;
- (vii) Unhealthy work relationships;
- (viii) The breakdown of social, cultural and religious values;
- (ix) Negative media influence (print and electronic), especially social media; and
- (x) Poverty.

### 2.2 PREVENTION OF SEXUAL HARASSMENT

- (i) Constantly addressing and raising voices on SH
- (ii) Practical training on assertive behaviour and self-defense should be conducted regularly;
- (iii) Avoid unnecessary visits to offices and homes of the opposite sex;
- (iv) Be sensitive to your instincts;

- (v) report every incident of sexual harassment to appropriate authorities;
- (vi) Policies and structures to prevent and address sexual harassment should be institutionalized;
- (vii) Enlightenment campaigns/education should be conducted regularly through the media, e.g. OAU Website, Great FM, etc;
- (viii) Appropriate sanctions should be meted out to those found culpable.

## CHAPTER THREE

### 3.0 SITUATION ANALYSIS, POLICIES AND STRATEGIES

This section report findings from the situation analysis conducted to collect baseline data on sexual harassment in the University as well as the policies and strategies for requisite action.

### 3.1 SITUATION ANALYSIS

The situation analysis was conducted among 2,222 respondents comprising a total of 45.3% males and 54.7% females. About 70% of the respondents were undergraduates, while 25% were postgraduates and 5% were staff of Obafemi Awolowo University (OAU). Respondents were interviewed at their various halls of residence, lecture rooms and offices during the 2011/2012 academic session. Findings indicated that:

- (i) Most participants (71.5%) were aged between 20-29 years.
- (ii) The level of awareness and knowledge of respondents on incidents of sexual harassments at OAU was high (65.1%).
- (iii) About 46.3% of respondents indicated that they were aware of the occurrence of sexual harassment frequently every session.
- (iv) About 92.9% stated that they were aware of the occurrence of sexual harassment in the university on a monthly basis, from sources such as: *the media, friends, the internet, personal encounter, parents/guardians, among others.*
- (v) Respondents defined sexual harassment variously as: *'sexually assaulting or raping a lady; making offensive sexual comments about a woman in her presence; occurring when a person in a position of authority takes undue advantage over his or her subordinate; sexual act without consent (i.e.non-consensual sex); a situation when the perpetrator*

*tries to intimidate, coerce or deceive someone into sex; denial of legitimate opportunity due to refusal to yield to sexual overtures; and intentional provocative dressing to seduce the opposite sex’.*

- (vi) Various forms of sexual harassment identified by the respondents at OAU included: *‘sexual abuse/assault; rape/attempted rape; indecent dressing/exposure of sensitive parts of the body; non-verbal gesture such as winking of eyes and unwelcomed touch; nudity; use of vulgar languages and caressing/forceful kissing’.*
- (vii) Types of sexual harassment ever experienced include: *a) Sexual abuse/assault; b) unwanted physical contact; c) display of items of sexual nature; d) inappropriate graffiti of a sexual nature; e) unwanted jeers, sexual comments or gestures; f) text messages or e-mails; g) offers of money or other gifts; h) offers of marks or upgraded score; and i) offer of sex for marks.*
- (viii) A total of 42.5% respondents knew persons who had been sexually harassed. The harassed persons were either: *a friend; an acquaintance; a course mate; a lecturer; a sister; or a brother.*

**FGD Finding 1**

*There are many cases of sexual harassment happening in the University almost everywhere, in the hostels, in the offices and at the Sports Centre. But I think that females are more vulnerable to sexual harassment than males on this campus.*

*- A female FGD respondent*

- (ix) Persons most vulnerable to sexual harassment were identified as: *female students, female cleaners and female lecturers.*

**FGD Finding 2**

*In my opinion sexual harassment occurs between someone from a higher to a lower position like a lecturer to a student; and a senior staff to a junior staff. Sometimes it may just be remarks that are sexually oriented in nature. Sometimes it could be a suggestive touch such as slapping someone on the buttocks, etc. Sometimes it may be outright rape. It could also be, wanting sexual favours 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 FGD respondent*

- (x) The most frequent pattern of occurrence of sexual harassment is from male lecturers to female students while the least common pattern is from male lecturer to female lecturer. A substantial number of respondents confided of being sexually harassed to: *Co-students; parents/guardians; pastors; heads of departments; and lecturers/supervisors amongst others.*

**FGD Finding 3**

*Before now, I used to think that sexual harassment is only from a male to a female i.e. male harassing female, male lecturer 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, and this made me conclude that sexual harassment can also come from females to males.*

*- A male FGD respondent*

- (ix) There is currently no systemic institutional mechanism for reporting sexual harassment at OAU. However, a few survivors have sometimes summoned the courage to report to the Security Unit and others to their confidants. Most often, the reason for reporting is to seek advice and guidance to the appropriate line of action.

- (x) Due to the associated stigma, survivors of sexual harassment are often reluctant to seek the required medical attention.

**FGD Finding 4**

*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 incident 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 FGD respondent*

- (xiii) The most popular sanctions recommended against perpetrators of sexual harassment include: *arrest by security agents or the police; summary dismissal; suspension; demotion; arrest and prosecution in court; written warning; public apology and castration.*
- (xiv) Respondents also stated that visitors who are perpetrators of sexual harassment should be completely banned from ever visiting OAU campus and summarily chased out of the University. Staff dependants who are found culpable are to be either imprisoned or ejected from the University community completely.
- (xv) A large portion of respondents preferred the following category of staff to be members of the committee that will address sexual harassment issues at OAU: *Dean, Division of Student Affairs (DSA), Deans of Faculties, Heads of Departments and the Security Unit.*
- (xvi) Finally, the types of actions suggested by the respondents to be taken to prevent sexual harassment in the University include: *Endorsement of dress code; team teaching; lecturers to leave their doors open while interacting with students; CGSPS to organize*

*regular sensitization programmes particularly during the orientation week; and integration of sexual harassment topics into the general studies course content.*

**FGD Finding 5**

*If it were possible, the University can invite an NGO that would organize awareness programme through workshops and other educational activities particularly to empower females on self- defense against sexual harassment and rape.*

*- A male FGD respondent*

**FGD Finding 6**

*Sometimes the provocative dressing by females 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 FGD respondent*

**3.2 POLICIES AND STRATEGIES**

The policy statements consist of the following:

**3.2.1 Policy Statement One**

To sensitize the University community on 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 ASH policy.
- (ii) Production and dissemination at the start of every academic session a code of conduct leaflet and handbills on the ASH policy.
- (iii) Organization of two enlightenment campaigns on sexual harassment per

session (one per semester).

- (iv) Adherence to and enforcement of the University's existing policy on team teaching for large classes so that individual lecturers would not easily influence overall grades allocated to a student.
- (v) Education/awareness on the ASH Policy should be included in the fresher's orientation programme.
- (vi) There should be punitive measures for perpetrators.
- (vii) Ensuring that Porters in the students' halls of residence and University security agents are empowered to maintain discipline and enforce dress code.
- (viii) Parents and religious organizations should be involved in the fight against sexual harassment, e.g. Parents' Forum; UJCM, students' religious organizations; All Souls' Chapel and other churches and mosques.
- (ix) The Division of Student Affairs should enlist the Security Unit for the protection of students during students' programmes or parties.
- (x) The University's e-presence should be used as a means of information dissemination on sexual harassment.
- (xi) Dissemination of information on ASH policy through bill boards mounted at strategic locations in the University.
- (xii) The University shall mandate Faculties/units to carry out an annual Faculty/Unit Prevention of Sexual Harassment Awareness Campaign in collaboration with CGSPS.
- (xiii) Institutionalize mandatory training/workshops on Sexual Harassment & Sexual Violence for CASH members, Institution's counsellors, and campus ambassadors.



### 3.2.2 **Policy Statement Two**

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

#### 3.2.2.1 **Strategies**

- (i) Institutionalized attention and support should be given to survivors of sexual harassment by Security Unit and designated DSA Counselors as the first points of call with dedicated telephone hotlines for survivors of sexual harassment
- (ii) Establish procedures to be followed in cases of sexual harassment as follows:
  - (a) **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 hotlines provided; and/or with any significant trusted person;*
    - (ii) *Follow up with face-to face interaction with the Security Unit and DSA Counselor;*
    - (iii) *Complainants are encouraged to provide both concrete oral and documented evidence;*
    - (iv) *Complainant(s) shall comply with the Security Unit and DSACounselor's advice/directives;*
    - (v) *Security Unit and DSA Counsellor shall assure the survivor that he/she will not be victimized; and*
    - (vi) *Counsellor shall forward the report to the relevant Faculty/Unit ASH Committee within a week.*

(b) **Procedures to be followed by Staff Complainants**

- (i) *Complainant(s) should make contact with a member of the Security Unit and/or with any trusted significant others;*
- (ii) *Complainant(s) are encouraged to provide concrete oral and documented evidence;*
- (iii) *Complainant(s) shall comply with the instructions of the Security Unit;*
- (iv) *The Security Unit should assure the complainant that he/she will not be victimized; and*
- (v) *The Faculty/Unit ASH Committee should initiate appropriate investigative processes within a week.*

(c) **Procedures to be followed by staff and students outside the campus**

- (i) Report all cases of SGBV to the ASH Committee
- (ii) Committee to liaise with OAU Security unit who will then liaise with the Police to facilitate prosecution.
- (iii) Survivors should be accorded necessary support to facilitate the return of health and wellness
- (iv) The state of Osun will have jurisdiction to prosecute under relevant laws.
- (v) The legal department of the university will watch brief of the complainant to ensure justice and to make inputs where necessary.

**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 visiting members of the opposite sex at odd hours, and if necessary, preferably in the company of another person of the same sex.
- (iii) Students should avoid involvement with organizations that are not registered with the Division of Student Affairs.
- (iv) 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.
- (v) Students should be encouraged to speak out and report any suspicious cases of sexual harassment to the Security Unit and DSA.
- (vi) Students can also drop their clearly written complaints on sexual harassment in the Faculty/Unit complaint box.

#### **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 should be encouraged to leave their office doors open during interactions with the opposite sex to encourage transparency.
- (iii) Staff should limit their interactions with female students to the daytime.
- (iv) Staff should speak out and report any suspicious cases of sexual harassment to the Security Unit or their Faculty/Unit ASH Committee.

#### **3.2.2.4 Responsibility of the University Management**

- (i) The University shall provide metal caged and secure complaint boxes at strategic points in each Faculty/Unit.

- (ii) The University Management shall enforce the ASH Policy.
- (iii) The University Management shall ensure prompt investigation of cases of sexual harassment.
- (iv) The University Management should institute appropriate disciplinary action for erring staff or students.
- (v) The University shall enforce the University Dress Code
- (vi) The University Management shall continue to ensure that the Security Unit continues to register all vehicles and motor cycles coming into the Campus after 7 p.m. as being currently done.
- (vii) University shall enforce existing regulations on time limit of 10.00 p.m. for visitors in the hostels, and 10.30 p.m. as closing time at the New Buka.
- (viii) The University shall ensure that necessary infrastructure like electricity and transportation are functioning.
- (ix) The University Management shall establish anonymous and online students' assessment at the end of every semester.

### **3.2.3 Policy Statement Three**

Obafemi Awolowo University encourages all staff and students to report any act of sexual harassment by whistle blowing 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 that there could be 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) The Security Unit and DSA Counselor shall write a report to the Chairperson of the Faculty/Unit ASH Committee, to initiate appropriate processes.
- (ii) The University shall mandate the Security Unit and the Faculty/Unit Anti-Sexual Harassment Committee to work within strict timelines, preferably within two weeks.
- (iii) Whistle blowers are to write through the Faculty/Unit ASH Committee or call the Hotlines stating their complaints objectively and truthfully.
- (iv) At the conclusion of investigation, the Faculty/Unit and University ASH Committees shall recommend sanctions commensurate with the offence ranging from suspension; demotion; loss of remuneration; loss of promotion; dismissal; expulsion (students); warning; and expulsion from the halls of residence.
- (v) The University shall implement sanctions within the shortest time possible, preferably 2 to 4 weeks on receiving the report.
- (vi) The Centre for Gender and Social Policy Studies shall conduct research, advocacy, sensitization, social mobilization and enlightenment campaigns on sexual harassment and related matters during Faculty Colloquium.
- (vii) The Centre for Gender and Social Policy Studies should conduct training workshop for members of the University community/University ASH Committee, Faculty/Unit ASH Committees on ASH policy and practices.
- (viii) The University shall provide an avenue for protecting the privacy of the survivor.
- (ix) The University in liaison with the Staff Training and Development/Industrial Relations Unit and CGSPS shall create an institutionalized process for workshop

training on Prevention of Sexual Harassment (POSH) for Security personnel, DSA Counsellors, members of Faculty/Unit ASH Committee(s) and University ASH Committee.

- (x) The policy shall be widely posted as well as disseminated to every member of the University community on bill boards, OAUNet, Great FM and the University News Bulletin.
- (xi) The University shall institute a Community ASH Enlightenment Day.
- (xii) Commitment to the policy shall enjoy full cooperation at the highest level of the University Administration.
- (xiii) The University shall develop an internal complaints process that assures confidentiality and has multiple points of access, not just to the survivor but to the alleged perpetrator.
- (xiv) The Security Unit and DSA and the Faculty/Unit ASH Committees 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, Registrar, Vice-Chancellor, etc.
- (xv) The University shall ensure that the survivor/complainant is protected.

#### **3.2.4 Policy Statement Four**

To conduct regular monitoring and evaluation in order to determine the level of implementation and progress in the achievement of the objectives of the ASH policy.

#### 3.2.4.1 Strategies

- (i) The University shall establish a surveillance system through the ASH Desk Officers at the Security Unit, DSA and Health Centre that annually tracks number of incidents of sexual harassment and appropriate penalties.
- (ii) The University through the Centre for Gender and Social Policy Studies shall collate and analyze quarterly data from the Faculty/Unit ASHCommittee and other sources.
- (iii) The University shall publish and disseminate annual reports through the Centre for Gender and Social Policy Studies on the level of implementation of the ASH t policyas a means of sharing best practices and lessons learned on OAUNet and University News Bulletin.

# CHAPTER FOUR

## 4.0 INSTITUTIONAL STRUCTURES FOR IMPLEMENTATION

The institutional structures for implementation of the ASH policy are as follows:

1. University Management
  - (i) The Vice-Chancellor;
  - (ii) DVC (Academic);
  - (ii) DVC (Administration);
  - (iii) The Bursar;
  - (iv) Registrar; and
  - (v) The Librarian.
2. University ASH Committee;
3. Faculty/ Unit ASH Action Committee;
4. Centre for Gender and Social Policy Studies;
5. Division of Student Affairs;
6. Security and Common Services;
7. Directorate of Medical and Health Services;
8. Division of Works and Maintenance Services; and
9. Information Technology and Communications Unit (INTECU).

### 4.1 The University Management

- (a) **Membership is as follows:**
  - (i) The Vice-Chancellor;
  - (ii) The Deputy Vice-Chancellor (Academic);
  - (iii) The Deputy Vice-Chancellor (Administration);



- (iv) The Registrar;
- (v) The Bursar; and
- (vi) The Librarian.

(b) **Terms of Reference**

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

**4.2 University ASH Committee**

(a) **Membership to comprise of thirteen(13) persons as follows:**

- (i) A Chairperson to be appointed by the Vice-Chancellor;
- (ii) The Director, Centre for Gender and Social Policy Studies;
- (iii) One representative from the Humanities to be appointed by the Vice-Chancellor on a rotational basis;
- (iv) One representative either from Science, Health Sciences and Technology, to be appointed on rotational basis by the Vice-Chancellor;
- (v) One seniornon-academic staff to be appointed by the Vice-Chancellor;
- (vi) Dean, Division of Student Affairs;
- (vii) A lawyer, preferably from the Faculty of Law;
- (viii) The Director, Directorate of Medical and Health Services;
- (ix) A Senior University Counsellor;
- (x) The Chief Security Officer or his representative;

- (xi) Two (2) students' representatives(male and female); and
- (xii) One representative from a relevant/credible Civil Society Organization from outside the campus to be appointed by the Vice-Chancellor.

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

**(b) Terms of Reference**

- (i) To thoroughly investigate all reported cases of sexual harassment referred to it by Faculty/Unit ASH Committees and the Vice-Chancellor;
- (ii) To review cases decided and decisions made by the Faculty/Unit Anti-Sexual Harassment Committee(s);
- (iii) To open a black book for black listing sexual offenders as deterrent in the ASH policy;
- (iv) To have appellate jurisdiction over the decisions made by the Faculty/Unit Anti-Sexual Harassment Committee(s); and
- (v) To follow up implementation of recommended sanctions to the Governing Council.

**4.3 Faculty/Unit ASH Committees**

**(a) Membership shall comprise:**

- (i) A maximum of nine (9) persons of integrity selected by the Dean/and five (5) selected by the Unit Administrative Head;
- (ii) In addition to the Chairperson at the Faculty/Unit levels, membership of the ASH committee shall comprise as indicated in Table 1 below
- (ii) The Committee shall select the Deputy Chairperson;
- (iii) Where the Chairperson is the subject of the complaint, the Deputy Chairperson shall Chair the investigation; and where both the Chairperson and Deputy Chairperson are the subjects of the complaint, the Vice-Chancellor shall appoint a person of integrity to Chair the investigation.

**Table 1: Composition of the ASH Committees at the Faculty and Unit**

<b>S/N</b>	<b>Faculty</b>	<b>Unit</b>
1.	Two (2) senior academic staff (male and female)	Two (2) senior administrative staff (male and female)
2.	Two (2) junior academic staff (male and female)	Two (2) junior administrative staff (male and female)
3.	Two (2) senior administrative staff (male and female)	NA
4.	Two (2) students, (male and female)	Nil
5.	The Chairperson selected by the Dean shall Chair the Committee	Administrative Head of the Unit shall Chair the Committee
<b>Total</b>	<b>9</b>	<b>5</b>

**(b) Terms of Reference**

- (i) To investigate all reported cases of sexual harassment referred to it by the Security Unit and/or DSA;
- (ii) To identify persons involved and establish level of their involvement;
- (iii) To make appropriate recommendations and prescribe sanctions; and
- (iv) To send a report of all cases of sexual harassment investigated by it to the University ASH Committee.

**4.4 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 ASH enlightenment day;
- (iv) To collaborate with Security Unit, DSA and Health Centre to generate a data base of incidents and cases of sexual harassment and serve as a surveillance unit;
- (v) To monitor and evaluate the implementation of the policy;
- (vi) To conduct research on sexual harassment and disseminate findings;
- (vii) To collaborate with Staff Training and Development Unit (STDU) to conduct sensitization and training on Prevention of Sexual Harassment (POSH);

- (viii) To conduct training courses on ASH for Local Governments, Universities, NGOs and MDAs and sensitization workshops on sexual harassment for primary and secondary schools as part of town and gown relationship;
- (ix) To collaborate with relevant departments to incorporate topics on sexual harassment into their special electives, e.g. English Department, Law and Library;
- (x) To collaborate with the Department of Kinesiology and Physical Education to provide training on and self-defense techniques and Counseling unit of DSA on assertive behavior;
- (xi) To conduct an annual sensitization/enlightenment workshop for commercial vehicle drivers, motorcyclists and other service providers on campus; and
- (xii) From time to time, to review and update the policy.

#### **4.5 Division of Student Affairs (DSA)**

##### **(a) Terms of Reference**

- (i) To provide counseling services;
- (ii) To provide hotlines for reporting and rapid response to distress call on sexual harassment;
- (iii) To initiate processes of investigation and report appropriately to Faculty/Unit ASH Committee;
- (iv) To ensure adequate protection of the complainants; and
- (v) To facilitate emotional and psychological stability of the survivor(s)

#### **4.6 Security and Common Services**

##### **Terms of Reference**

- (i) To provide adequate security and patrolling on university estate;
- (ii) To provide hotlines for reporting and rapid response to distress call on sexual harassment;

- (iii) To gather adequate intelligence report for prevention of possible occurrence of sexual harassment;
- (iv) To investigate all reported cases and refer appropriately to relevant Faculty/Units;
- (v) To ensure security and protection of survivors and complainants; and  
To install and maintain CCTVs and other technical surveillance equipment at strategic places on campus;

#### **4.7 Directorate of Medical and Health Services**

##### **Term of Reference**

To provide all required technical logistics in the course of handling reported cases like conducting tests; providing treatment; trauma management; and referral when necessary

#### **4.8 Division of Works and Maintenance Services**

##### **Terms of Reference**

- (i) To provide adequate lighting of all University roads; and
- (ii) To eliminate all illegal routes and cover up all open holes and drainages on walk ways.

#### **4.9 Information Technology and Communications Unit (INTECU)**

##### **Terms of Reference**

- (i) To provide a link on the students' page with vital information, e.g. ASH Policy, Code of conduct for staff and students.
- (ii) To collaborate with Centre for Gender and Social Policy Studies on sensitization of findings on sexual harassment; and
- (iii) To name and shame by publicizing on OAUnetculprits of rape and sexual harassment and the sanction meted out to them.

#### **4.10 Staff Training and Development Unit (STDU)**

##### **Terms of Reference**

- (i) To collaborate with CGSPS to conduct training on POSH

**POWER MAP (ORGANOGRAM) OF IMPLEMENTATION STRUCTURE FOR ANTI-SEXUAL HARASSMENT POLICY**

