

SEXUAL HARRASMENT POLICY

OF

FEDERAL UNIVERSITY OF TECHNOLOGY, MINNA

CONTENTS

PAGE

List of Acronyms

Preface

1.0 Chapter One: Preamble, Policy statement, Vision, Mission, Objectives, and Scope

1.1 Preamble

1.2 Policy statement

1.3 Vision of the policy

1.4 Mission of the policy

1.5 Objectives of the policy

1.6 Scope of the policy

2.0 Chapter Two: Definitions, Forms, Statement of commitment, Implications

2.1 Definitions of Sexual harassment

2.2 Forms of Sexual Harassment

2.3 Statement of Commitment

2.4. Implications of Sexual harassment

3.0 Chapter Three: Causes, Prevention, Redress Mechanism, Sanctions and Punishments

3.1 Causes of Sexual harassment

3.2 Prevention of Sexual harassment

3.3. Redress Mechanism

3.4 Sanctions and Punishments

List of Acronyms and Abbreviations

HBV Hepatitis B Virus

HCV Hepatitis C Virus

HIV Human Immunodeficiency Virus

PREFACE

The Anti- Sexual Harassment Policy for Federal University of Technology, Minna, Nigeria, is based on several international and regional normative standards to which Nigeria is signatory. 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 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, 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 in 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), 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 work place; 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 promises enormous socio-economic benefits for nations. 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. 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. Additionally, the document relied on information from the Sexual Harassment Policy sample from the International Labour Organization (ILO). Consequently, in order to conform with the several treaties and conventions endorsed by Nigeria, Federal University of Technology, Minna commits to the formulation, adoption and implementation of policies that would enhance its status as a World Class and Nigeria's leading University recognized for its excellence in capacity building and service delivery.

CHAPTER ONE

1.0 BACKGROUND, POLICY STATEMENT, VISION, MISSION, OBJECTIVES AND SCOPE

1.1 BACKGROUND

Sexual harassment is a common form of violence that can cause enduring psychological harm. Both women and men are targets of such behavior, but evidence has shown that sexual harassment is primarily aimed at women. One of the most important things that a University can do to create confidence in staff, students, parents and other stakeholders is to have a very clear policy on sexual harassment that defines what is acceptable; what is not; and what is out of bounds.

1.2 THE POLICY STATEMENT

Federal University of Technology Minna provides enabling environment to guarantee academic freedom and fundamental human rights of staff, students, service providers, and all persons; regardless of gender, towards supporting service delivery free of sexual harassment in any form.

1.3 VISION OF THE POLICY

To uplift Federal University of Technology Minna to the status of an ideal, safe, and secure institution, where the dignity of all stakeholders is ensured and guaranteed.

1.4 MISSION OF THE POLICY

The mission of the policy shall strive to:

- 1.4.1 Enlighten staff and students on their right to seek redress in cases of sexual harassment and the consequences of such acts.
- 1.4.2 Put in place machinery for investigating allegations and incidents of sexual harassment and sexual assault.
- 1.4.3 Ensure that victims of sexual harassment do not suffer any setbacks/victimization/stigmatization/discrimination and are integrated back into University life as soon as possible.

1.5 OBJECTIVES OF THE POLICY

1.5.1 Broad objective:

The broad objective of the policy is to eliminate all forms of sexual harassment and sexual assault in the University.

1.5.2 Specific objectives:

The specific objectives of the policy are to:

- 1.5.2.1 Create for staff, students and service providers a safe and secure work and learning environment, free of Sexual harassment;
- 1.5.2.2 Guarantee respect for both sexes, and provide a transparent operating system in the university that is devoid of demands for sexual gratification;

- 1.5.2.3 Eliminate all manners of gender-based violence;
- 1.5.2.4 Ensure that no member of the university community or its customers suffer any form of service failure due to gender bias.
- 1.5.2.5 Forbid discrimination on the basis of sex in all the university's service windows.
- 1.5.2.6 Ensure firm commitment to transparency on the issues of sexual harassment and sexual violence
- 1.5.2.7 Enforce the dress code as enshrined in the University's code of conduct.
- 1.5.2.8 Train students/staff to be alert to the possibility of sexual misconduct, to identify warning signs and to learn strategies for getting out of those kinds of situations before it reaches a crisis level.

Provide redress mechanism for victims.

1.6 SCOPE OF THE POLICY

The Sexual Harassment Policy shall apply to:

- 1.6.1 All academic and non-academic staff of the University (males/females)
- 1.6.2 All students (males/females)
- 1.6.3 All contractors of the University and other service providers
- 1.6.4 All visitors to the University
- 1.6.5 All members of council
- 1.6.6 Other groups of persons in the University, including but not limited to children, wards, and other dependants of staff resident on both campuses.

CHAPTER TWO

2.0 DEFINITIONS, FORMS, AND COMMITMENT

2.1 DEFINITION OF SEXUAL HARASSMENT AND SEXUAL ASSAULT

The following behaviours shall be considered by Federal University of Technology Minna as sexual harassment and sexual assault:

- 2.1.1 Unwanted sexually motivated conduct, crude jokes, comments, unwanted touching and expressions capable of prejudicing or undermining a person's freedom, rights and privileges. Such acts shall include but not limited to outright demands for sex, indecent comments and unnecessary bodily contact which could lead to psychological or physical unsolicited sexual relationships.
- 2.1.2 Unwanted phone calls or use of any other electronic medium with the intent to lure a person into a sexual relationship.
- 2.1.3 Sexual harassment may be from a superior to a subordinate or vice versa or among peers.
- 2.1.4 Sexual harassment can be direct or indirect (including procuring or attempting to offer a person to another for sexual activity); and may involve persons of the same or opposite sex.
- 2.1.5 Sexual violence/sexual assault is any sexual act, attempt to obtain a sexual act, or other act directed against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting. It includes rape, defined as the physically forced or otherwise coerced penetration of the vulva or anus with a penis, other body part, or object.
- 2.1.6 Sexual harassment or assault may take place over a period of time, may be a single incident and may or may not involve elements of overt coercion.

2.2 FORMS OF SEXUAL HARASSMENT AND SEXUAL ASSAULT

Based on the definitions provided above, sexual harassment/assault in Federal University of Technology, Minna shall include but not limited to:

2.2.1 Verbal Conduct

- 2.2.1.1 Unfriendly remarks with sexual connotations.
- 2.2.1.2 Turning academic sessions/classes/workplace into sexual interaction.
- 2.2.1.3 Demanding for sexual favours in exchange for employment, promotion, admission, grades, or any other benefits in the course of performing official duties.
- 2.2.1.4 Victimization by denial of entitlement for refusal to succumb to sexual advances.
- 2.2.1.5 Sexually motivated jests, comments and defamation of a person(s).
- 2.2.1.6 Making sexually motivated comments about a person's dressing, body or shape.
- 2.2.1.7 Compelling persons to narrate sexual fantasies, preferences or history.
- 2.2.1.8 Unsolicited, sexually explicit or suggestive electronic and mobile messages.
- 2.2.1.9 Direct or indirect procurement or attempt to offer a person to another for sexual activity.

2.2.1.10 Making, sending or displaying sexually suggestive materials without educational relevance.

2.2.1.11 An unwarranted visit by a person to another with a sexual gesture to attract undue privilege(s)

2.2.1.12 Indecent dressing with a covert or overt sexual expression.

2.2.2 Visual and Audio Conduct

2.2.3 Recording and sending unwholesome pictures (videos, CDs, camera phones etc) for the purpose of blackmail or any other purpose.

2.2.4 Forcing or inducing a person to watch pornographic or X-rated movies

2.2.5 Seductive postures and indecent dressing and exposure by males or females that offend public morality. Any form of dressing that exposes vital parts of the human body constitutes indecent dressing. The University shall encourage a 'dress sense' culture among males and females.

2.2.6 Indecent and inappropriate public display of sexual intimacy

2.2.3 Physical Conduct

2.2.4 Sexual assault and battering

2.2.5 Repeated, and deliberate brushing of a person's body against another.

2.2.6 Caressing or kissing in the public.

2.3 COMMITMENT TO THE POLICY

The University is committed to educating staff, and students on the ills of sexual harassment assault and other related anti - social behaviour. This is because such behaviours can have very negative effects on both the working, social conditions and the overall productivity of staff and students in the University. These obnoxious behaviours are very serious offences, necessitating disciplinary actions.

2.4 AREAS OF JURISDICTION

The policy shall apply to activities that are:

2.4.1 Conducted on the university campus or in a university facility;

2.4.2 Conducted as part of deployment on university business or as a representative of the university (such as field research, field trips, excursions, and exchanges);

2.4.3 Affiliated with the university, such as student groups

CHAPTER THREE

3.0 REDRESS MECHANISM, SANCTIONS AND PUNISHMENTS

3.1 REDRESS MECHANISM

All complaints on violation or infringement of the sexual harassment policy shall be made at the SERVICOM unit of the University for onward submission to the Vice Chancellor, who shall also forward it to the committee on sexual harassment. Complaints may also be made directly to the Vice-Chancellor.

Complaints of violation or infringement of the policy may be formal or informal.

3.1.1 Informal complaints (i.e. oral complaints) shall be treated administratively. The receiving officer shall however document such complaint and treat with dispatch.

3.1.2 Formal complaints must be in writing, signed and submitted at the SERVICOM unit or at the Vice-Chancellor's office.

A report or complaint can be made by the victim (or anyone who advocates on his or her behalf), or a witness. However, the decision to make such complaint formal or informal lies with the victim (or anyone who advocates on his or her behalf) or a witness.

3.2 SANCTIONS AND PUNISHMENTS

The conditions of service for Senior Staff of Federal University of Technology Minna list sexual harassment and sexual assault as serious misconduct punishable with suspension or termination of appointment.

Therefore, any person found guilty of perpetrating sexual harassment, falsely accusing any person or instigating the occurrence of false accusation shall be subject to penalty as stipulated herein: these may include, but will not be limited to any of the following:

3.2.1 Counseling and/or therapy

3.2.2 Oral admonition

3.2.3 Written warning or oral reprimand

3.2.4 Referral to Staff/Student Disciplinary Committee (SDC) as the case may be or

3.2.5 Suspension from duty

3.2.6 Termination of appointment

3.2.7 Any other disciplinary action which the University management may deem fit.