

UNIVERSITY OF ILORIN, ILORIN

**SEXUAL HARASSMENT POLICY
AND REPORTING PROTOCOLS OF
THE**

UNIVERSITY OF ILORIN



‘... respects ethics and shared values of integrity, family spirit, honesty and transparency, initiative, innovation, learning culture, justice and character training’

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UNIVERSITY OF ILORIN
SEXUAL HARASSMENT POLICY AND REPORTING PROTOCOLS OF THE UNIVERSITY
OF ILORIN.

Preamble

In exercise of the powers conferred on the University of Ilorin, under the University of Ilorin Act, 1979, the University hereby issues the Sexual Harassment Policy (“the Policy”)

ARTICLE 1: SEXUAL HARASSMENT POLICY OF THE UNIVERSITY OF ILORIN

1.1. Introduction

The University of Ilorin, herein referred to as “Unilorin”, stands as one of Nigeria's foremost institutions of higher learning, renowned for its commitment to academic excellence and character development. Unilorin is committed to providing a positive environment for employees, students, and visitors. The university has zero-tolerance approach to sexual harassment, strengthening victim-centered prevention and response efforts, by creating a safe and inclusive environment for learning. This aligns with the University’s value for human dignity which emphasizes character building alongside academic pursuits so that Unilorin staff and students excel in their chosen fields but also as responsible global citizens.

Sexual harassment creates a hostile environment that interferes with a student’s education or an employee’s work performance. This document provides comprehensive policies and guidelines to prevent and address sexual harassment. It is consistent with the commitment of the University to promote the welfare of staff and students at the University such that any form of sexual misconduct as stated in this policy will be met with appropriate sanction.

This policy offers procedures for handling allegations of sexual harassment and lays out the expectations for conduct from both staff and students at the University. Its goal is to safeguard staff members and students against inappropriate sexual behavior, which might involve harassment, assault, grooming, misbehavior, and other things.

1.2 Overall Aims

1.2.1 The overall aim of the Policy are to;

- i Respecting an individual's right to privacy without concerning itself with the private lives and conduct unless where and when such affects the University’s operation or reputation;
- ii Building a professional relationship of trust and confidence between students and employees is a central and essential part of a student’s educational development and custodial care. Therefore, those who work for, or represent, the University must not abuse their position in any way. B a s e d o n t h e a p p a r e n t

power imbalance between most employees and students, the University strongly discourages intimate relationships between its employees and its students where there is a potential conflict of interest or abuse of power. In addition, such relationships could compromise the trust and confidence that underpins the learning experience and may negatively impact the student's educational development and mentorship;

- iii Maintaining the balance of power that exist between employees due to the positions they hold within the University. Any abuse of the professional working relationship between employees is unacceptable and could be subject to disciplinary action;
- iv Believing that the relationship between staff and students, or vice versa and between junior and senior staff should at all times be professional. The relationship between staff and students, and staff and staff with the associated trust and responsibilities, impose on all certain moral and ethical obligations. Therefore, staff members and students should not take advantage of the trust that exists between them, either for their benefit or the benefit of another party. Similarly, student-directed sexual harassment of staff members creates a dangerous setting for the University's interpersonal communication and beneficial interdependency;
- v Investigating all reported cases where staff members have become involved with undergraduate and postgraduate students or junior staff in ways undermining the wellbeing of students or staff and damaging the institution's reputation. While some of these relationships might be consensual, unequal power relationships between staff and students or junior and senior staff call into question the altruistic nature of such consent;
- vi Creating and maintaining an inclusive, non-discriminatory and non-exploiting academic community where students and staff pursue their academic programmes or job-callings in a non-abusive, harassing, exploiting or intimidating environment;
- vii Affirming that sexual harassment is considered a misbehavior and is subject to disciplinary action. As a result, the University disapproves of sexual harassment and will act responsibly in response to any report. It will also take steps to avoid, rectify, and penalize any such behavior; and
- viii That this Policy may be elevated to a Bill, Act, or Law which may be passed in the future to prevent, prohibit and redress sexual harassment in educational institutions or any matters connected therewith.

1.3 Guiding Principles

1.3.1 The Policy shall be guided by these salient guiding principles, to wit;

- i Prevention and Education;
- ii. Zero Tolerance;
- iii. Equality and Respect;
- iv. Confidentiality and Privacy;

- v Freedom of Expression including Academic Freedom;
- vi. Fair and Impartial Investigations;
- vii. Supportive Environment;
- viii. Accountability and Sanctions;
- ix. Academic System Integrity;
- x Non-Retaliation;
- xi Continuous Improvement;
- xii Compliance and Collaboration; and
- xiii Accessibility and Transparency.

1.4 Policy Objectives

1.4.1 The objectives of the Policy shall include;

- i. Educate employees and students on the definition of sexual harassment and the university's efforts to prevent it;
- ii. Guarantee that everyone in the campus community has a common idea on what constitutes, sexual harassment precisely and give instances;
- iii. Provide a variety of reporting avenues, support for survivors, and easily understandable reporting protocols for sexual harassment;
- iv. Assure people's safety and confidence by providing them with privacy and secrecy when they report instances of sexual harassment;
- v. Investigate sexual harassment promptly and thoroughly and prioritize the safety of victims and equitable treatment of all parties
- vi. Establish proactive preventive initiatives such as workshops, training sessions, and awareness campaigns, to promote a culture of respect and consent on campus;
- vii. Prevent sexual harassment from happening or from happening again, safeguard victims of sexual harassment, and offer suitable penalties, remedial measures, and remedies;
- viii. Provide full support services, such as counselling, medical assistance, and legal support, to victims of sexual harassment;
- ix. Enforce accountability by holding sexual harassment offenders responsible for their acts through appropriate disciplinary means, and thus foster a welcoming and safe atmosphere for the community;
- x. Spread awareness among university staff members about the negative effects of sexual harassment, the value of bystander intervention, and effective methods for fostering a supportive atmosphere for victims; and
- xi. Review, update, and improve policy regularly in response to user input, new best practices, and modifications to legal requirements.

1.5 Policy Scope

1.5.1 The scope of the Policy shall be limited to;

- i All students, employees, contractors, subcontractors, service providers, vendors, traders, clients, applicants for admissions, employees of businesses or firms operating on campuses and other University territories, and anyone else who represents Unilorin in any of its programmes and activities, whether they are conducted on any of the campuses or off.

1.6 The University Responsibilities

1.6.1 The Policy seeks to demonstrate that Unilorin responsibilities, include;

- i. To ensure a safe and inclusive environment for all members of its community, free from the scourge of sexual harassment. Unilorin is committed to taking proactive measures to stem sexual harassment within the University by implementing robust policies, fostering a culture of respect and consent, and providing comprehensive support services for victims. The university has to raise awareness, educate its community about the implications of sexual harassment, and establish clear reporting mechanisms to address incidents promptly and impartially;
- ii. To hold perpetrators of sexual harassment accountable through fair and transparent investigations, imposing appropriate disciplinary actions to uphold justice and deter future misconduct. As an institution of higher learning, Unilorin is dedicated to continuous improvement, regularly reviewing and refining its strategies to combat sexual harassment and cultivate a campus environment where all individuals can thrive with dignity and respect;
- iii. To implement additional measure(s), such as gender sensitivity training for students and staff at all levels and orientation training for new students and staff on proper behavior, in addition to offering training on the contents and standards of this Policy;
- iv. To ensure that proper protocols are set up to deal with the accusations of sexual harassment and that the officers assigned to handle these complaints are qualified to arbitrate and reconcile disputes;
- v. The University shall further that;
 - a Complaints are handled impartially, sensitively, fairly, promptly, and in confidence;
 - bReporting sexual harassment is encouraged regardless of the offender's standing;
 - cThe people in charge of overseeing and carrying out this policy are given the proper training;
 - dThere is a generalized awareness and comprehension of sexual harassment; and
 - eRegular monitoring and reviews are conducted for this policy and related procedures; and
- vi. To ensure that all employees, students, and other individuals connected to the University are urged to read it carefully and make sure they comprehend the issues

surrounding sexual harassment, especially in terms of identifying behaviour in others as well as in themselves that qualifies as sexual harassment.

ARTICLE 2: CONSENSUAL SEXUAL OR ROMANTIC RELATIONSHIPS

2.1 The University shall not interfere in any consensual relationship where;

- i An individual's right to privacy and is thus not concerned with consensual sexual or romantic relationships in which there is no power imbalance, h o w e v e r , the University is concerned with sexual and romantic relationships between staff, students, visitors and others as mentioned earlier in this document (Policy scope) bothering on conflict of interest between the parties and their obligations and responsibilities to the University; and
- ii The Policymay apply where conflict of interest occurs when a staff of the University applies bias (in relation to sexual harassment) in the discharge of his obligations and responsibilities to the University.

ARTICLE 3: REPORTING SEXUAL HARASSMENT

3.1 The University of Ilorin encourages anyone who believes they have been sexually harassed to report the incident promptly. Several reporting channels are available. Online reporting System or physical visit to the relevant; Department/Unit, Faculty, Counselling Center, Unilorin Health services, Legal Unit, Security Unit, SERVICOM, and the University Sexual harassment investigative Committee.

3.1.1 Who may Report Sexual Harassment?

- i Any individual, regardless of status within the University community, has the right to report instances of sexual harassment that violate this policy, regardless of whether the harassment happened on or off campus; and
- ii Any individual who has received an official report of sexual harassment is required to send it to the University's proper organs, which are stated in this Document.

3.1.2 To whom reports may be made?

The University understands how crucial it is to give complainants a choice of officers for male and female victims, and reporting systems so they can feel comfortable approaching to talk about or report any case of sexual harassment. The University also acknowledges that there are situations when the officer to whom a report may be properly made may be too close to the issue to act impartially, or they may be the person accused of sexual harassment. Consequently, the University provides a network of people and offices that can receive reports, in no particular order:

- i. Student/Staff Union Leaders;
- ii. Servicom Officers;
- iii. Counsellors;
- iv. Academic Tutors;
- v. Heads of Department;
- vi. Head of Security Unit;
- vii. Provosts and Deans of Student Affairs;
- viii. Doctors in the University Medical Center;
- ix. Legal Services;
- x. University Sexual Harassment Investigative Committee Members;
- xi. Chaplains of the Chapel of The Light (Protestant), St. Thomas Aquinas Catholic Chaplaincy, and Imams of the University of Ilorin Mosque;
- xii. The Registrar;
- xiii. The Deputy Vice Chancellors; and
- xiv. The Vice Chancellor.

3.1.3 Complaints and Reportage Process

Procedures for reporting sexual harassment are essential to safeguarding the well-being of students, staff and visitors to the university. This process is aimed at empowering individuals to recognize and report incidents of sexual harassment. Every individual is advised to report cases of sexual harassment on or off campus first to the University authority. No one should escalate this on social media, prints or to any third party.

3.1.4 Format of Report

Although there is no prescribed format for reporting sexual harassment, thus it may be reported verbally but it should be in writing. The written report of sexual harassment at the University of Ilorin is typically submitted through a confidential and accessible reporting system, allowing individuals to detail the incident with clarity and provide relevant information, ensuring prompt and thorough investigation.

3.1.5 Formal Reporting

Below are the designated reporting channels where victims can express their grievances and initiate a formal complaint. This can be done by writing a detailed statement on what transpired between the victim and the accused to the designated unit. This statement must include essential details such as date, time, location, and a complete description of the incident. They must equally come along with evidence and witness if available. The formal reporting Units include;

- i Student Affairs;
- ii Unilorin Counselling and Human Development Center;
- iii Sexual Harassment Committee;
- iv Faculty Representatives;

v Security Units;

3.1.6 Informal Process of Reporting

The informal process of reporting sexual harassment, include;

- i Writing of confidential letter to the concerned authorities as mentioned above. This might involve reporting directly to a reliable staff member or by using online forms;
- ii Use of hotlines; and
- iii Reporting of sexual abuse to appropriate authorities by secondary parties, which include staff or students who witnessed the incidence.

3.2 Responsibilities of Units and University Organs

- a. Student Affairs Unit:
 - i Document all cases reported to Student Affairs; and
 - ii The Unit shall forward the case to Unilorin Counseling and Human Development Centre for emotional support services, to Unilorin Health Services for physical treatment, University Security Unit and Sexual Harassment Committee.
- b. Unilorin Counselling and Human Development Centre:
 - i Provide counselling and emotional support services;
 - ii Document all cases of sexual harassment reported to the unit; and
 - iii The Unit shall forward the case to Student Affairs Unit, Unilorin Health Services for physical treatment, University Security Unit and Sexual Harassment Committee.
- c. Sexual Harassment Committee:
 - i The committee shall accept, and handle cases of sexual assaults as referred to them;
 - ii Establish if Sexual Harassment occurred;
 - iii Direct the offender to the disciplinary committee of the University; and
 - iv Send a report to the Vice-Chancellor.
- d. Faculties:
 - i Document all cases; and
 - ii The Dean shall forward the case to Student Affairs Unit, Unilorin Counselling and Human Development center for emotional support services, to Unilorin Health Services for physical treatment, University Security Unit, and Sexual Harassment Committee.
- e. Security Units:
 - i Document all cases;
 - ii The Unit shall forward cases to, Unilorin Counselling and Human Development Centre for emotional support services, to Unilorin Health Services for physical treatment, and sexual harassment committee;

- iii Investigate and Establish fact finding; and
 - iv Submit findings to the sexual harassment Committee and Vice Chancellor.
- f. Unilorin Health Services
- Unit: i Documents all cases;
- ii The Unit shall forward cases to Unilorin Counselling and Human Development Center for emotional support services, Unilorin Security Unit, and Sexual Harrassment committee; and
 - iii Treat victim with medicines and injections.
 - iv To refer to other public health facility(ies) if the need arises

ARTICLE 4: INVESTIGATIONS INTO COMPLAINTS OR ALLEGATIONS:

- i. Complaints of sexual harassment shall be looked into following the University's Staff Conduct Procedure. Student Disciplinary Regulations or the Acceptable Behavior Policy.
- ii. A criminal investigation into a worker's or student's or Visitor's conduct may also arise from Sexual Harassment such investigations should be carried out in consultation with the University's Legal Unit.
- iii. Subject to any duty to notify other Units in cases where a criminal investigation may have occurred confidentiality should be maintained regarding individuals in filing the report of sexual harassment or in any other person who might be put in danger.

ARTICLE 5: METHODS OF DEALING WITH SEXUAL HARASSMENT:

- i. To ensure that everyone involved in matters relating to sexual harassment has the right to a fair hearing and that every complaint is investigated to the fullest extent possible, the University is committed to providing an efficient complaints procedure that offers a variety of options for dealing with Sexual Harassment; and
- ii. The University provides several official and informal ways to handle sexual harassment. It is not necessary to follow the steps listed below in a particular order. Nevertheless, this Policy encourages the following: Consultation, Direct Communication, Third party investigation, Internal grievance; Appeal, and Disciplinary Process.

5.1 Consultation

- i. Consultation about sexual harassment is available from the Provosts and Deans of Faculties, Dean of Student Affairs, Heads of Academic Departments and Academic Tutors, Counsellors in the Counselling Centers, Hall Wardens/Mistresses/Masters, Chaplains in the University Chapels and Imams of the University Mosque, the University Health Services, Head Teacher, and the University Servicom Unit; and
- ii. Any member of the University Community against whom an allegation of sexual harassment has been made may seek the counsel of any person listed in paragraph '1' provided that the same person may not counsel both an alleged harasser and a complainant.

5.2 Direct Communication:

An individual may act on sexual harassment concerns personally by addressing the other party directly in person or by writing a letter describing the unwelcome behaviour and its effect and asking that it be stopped. A reprisal against any individual who in good faith initiates such a communication violates this policy.

5.3 Third-Party Intervention:

- i. Third-party involvement could be explored, depending on the situation. Anyone on the list in paragraph 5.0(1) or any other academic or administrative staff member designated by the Vice-chancellor for that reason may act as a third-party intervenor;
- ii. To guarantee that everyone is at ease with one another in their future contacts, when third-party intervention is employed, the third party or third parties will meet with each of the parties involved, seek to clarify perspectives and work toward developing a mutually acceptable understanding. Formal mediation sessions may be explored in appropriate cases;
- iii. Explicit agreements regarding future behavior, modifications of classes, or such reliefs as may be appropriate, such as an apology and a promise not to participate in the same behavior again, are examples of possible outcomes of third-party interventions. A follow-up programme will be established by the third-party intervenor to make sure the behavior doesn't happen again; and
- iv. The third-party intervenor must prepare a detailed report on the proceedings and outcome and submit it in confidence to the Chairman, Sexual Harassment for onward submission to the Vice Chancellor, even if the case is being handled informally as long as it is handled by one of the designated officers. Although these proceedings may be deemed informal, depending on the seriousness of the case, incidents of sexual harassment that constitute serious misconduct will be subject to normal processes.

ARTICLE 6: INTERNAL GRIEVANCE, APPEAL AND DISCIPLINARY PROCESSES

- 6.1 The formal internal grievance procedure may be used if none of the previously listed channels work or if the complainant does not want to use them. The relevant process varies according to the specifics of the case, but it typically includes the following:
 - i. The complainant submits a written statement in strict confidence to the Vice Chancellor detailing specific offensive act(s) or the time, location and circumstances under which they took place, and any other information relevant, to the ease;
 - ii. The complaint should identify the alleged harasser as well as any witnesses to the act(s) or anyone else to whom the incident has been mentioned. The statement must be signed and dated by the complainant;
 - iii. The Vice-Chancellor within 48 hours provides the alleged harasser with a copy of the complaint submitted for his or her response;
 - iv. The alleged harasser must respond in writing or any other means of documentation;

- v. A process of fact-finding or investigations by a university committee is instituted; and
- vi. A decision of the fact-finding or investigating committee or designated representative of the University is submitted to the Vice-Chancellor within 14 days and both the complainant and the alleged harasser shall be informed of the decision.

6.2 The complaint must be filed immediately but not later than 14 days of the alleged sexual harassment occurrence, though there may be a longer period allowed if the case warrants it. Any person authorized to receive a complaint may receive a written request for a time extension. The request must include an explanation for the postponement of reporting.

6.3 Committee on Sexual Harassment:

This committee will be mandated with the task to investigate all cases of sexual harassment within 30 days. This panel shall comprise of:

- i. A Deputy Vice Chancellor (Chairman);
- ii. Representative of Legal Unit;
- iii. Two Professors of not less than 5 years standing one of which must be female;
- iv. Two Administrators not less than the rank of DR of 5 years standing one of which must be female;
- v. Director, Health Services;
- vi. One Sub-Dean Student Affairs (where students are involved);
- vii. Chaplain or his or her representative;
- viii. Chief Imam or his representative.
- ix. Deputy Director, Unilorin Counselling and Human Development;
- x. Two Student Union Representatives (for cases related to students);
- xi. Representative of the security unit;
- xii. SERVICOM Representative; and
- xiii. Representative of the Registrar

6.4 Disciplinary Action and Sanctions

The policy's table of disciplinary actions and punishments, applicable to the various instances of sexual harassment can be, but not limited to those listed in appendix 1 .

For the avoidance of doubt, where appropriate, disciplinary actions may result in a student's expulsion from school or an employee's termination of their employment. Other disciplinary actions could be found in Appendix 1.

The Policy's table of disciplinary actions and punishments, which apply to various instances of sexual harassment, can be found in Appendix 1.

6.5 Appeals

An aggrieved person with the decision of the student or Staff Disciplinary Committee's decision, may appeal to the Vice Chancellor within one week of being informed.

6.6 External mechanisms

In addition to the internal channels, a person may file a direct complaint of Sexual Harassment with any official agency that is legally authorized to handle such complaints.

ARTICLE 7: OTHER PROCEDURAL MATTERS RELATING TO THE GRIEVANCE PROCESSES

7.1 Investigation

If significant facts are contested, an investigation will be undertaken. The investigation will be conducted in a way that respects, to the extent possible, the privacy of all persons involved. Unless significant differences exist in the information obtained during this stage of the investigation, third-party witnesses should not be brought into the investigation. Both the complainant and the alleged harasser should be briefed once the investigation is completed and a determination made.

7.2 Confidentiality

The identities and specifics of sexual harassment allegations will remain confidential, according to University administrators in charge of carrying out this policy, unless disclosure is required as a component of the disciplinary or remedial procedure. Sexual harassment allegations will remain confidential.

ARTICLE 8: RETALIATION

- 8.1 Retaliation against someone who reports sexual harassment helps someone with a report of sexual harassment, or takes part in any way in the investigation or resolution of a sexual harassment allegation is prohibited under this policy. Threats, intimidation of any kind, and/or other unfavorable actions about a job or education are examples of retaliation.
- 8.2 Regardless of the veracity of the sexual harassment claim, retaliation is misconduct that contravenes one of the policy's guiding principles and may result in disciplinary action for the offender.

ARTICLE 9: INTENTIONAL FALSE REPORT

- 9.1 Sexual harassment often occurs when people interact in ways that are not observed by others. This frequently indicates that even while accusations may be hard to verify, filing a report under this policy shouldn't be discouraged by a lack of supporting documentation.
- 9.2 Those who file reports that are subsequently discovered to have been made deliberately, willfully, or without regard for the truth will face disciplinary action. The ability of someone who wrongly accuses someone else to publicly clear the name of the person they were wrongfully accused of will not be affected by these actions.

ARTICLE 10: EDUCATION AND TRAINING

- i. To educate the university community on what sexual harassment means in the context of university of Ilorin community and the reporting process.
- ii. The University believes that raising awareness is a major way to prevent sexual harassment in the workplace. People who are aware of the behaviors that qualify as sexual harassment are less likely to act in a way that might offend their co-workers/Students.
- iii. The University Community will be extensively informed about this policy as part of its commitments to provide a workplace and learning environment free from Sexual Harassment. This will be done through enlightenment programs, print publications, website, new employee and student orientations and other suitable channels of communication.
- iv. Victims who are unwilling to report the offensive behavior will be more forceful and cooperative if they are informed of their rights and options for assistance
- v. All individuals designated to receive allegations shall be provided with training relating to handling sexual harassment allegations.
- vi. Educate the University community on what sexual harassment means in the context of University of Ilorin community and the reporting process.

ARTICLE 11: WHISTLE-BLOWING

- i. The University invites third parties who are not direct victims or who are required to report under the applicable paragraph to report incidences of breaches that they become aware of to enhance adherence to and support the enforcement of this policy.
- ii. The University may decide to investigate an anonymous report, although a third party is welcome to identify themselves in any report they make. The University will consider the gravity of the matter brought up, the veracity of the accusation, and the possibility that the accusation will be verified. It is advised for whistleblowers to submit enough details to serve as a lead for an inquiry, along with any contact information that would be useful if more information is needed throughout the investigation.
- iii. The University will take all required measures to guarantee that those who report misconduct are shielded from retaliation or abuse as a result of their actions.

ARTICLE 12: DEFINITION OF TERMS:

“Employees” are any individual employed or engaged by the University on a paid or unpaid basis to carry out work for the University under any employment contract. This includes to wit;

- i Students undertaking paid or unpaid work for the University;
- ii People designated as workers for the University including those engaged through the Temporary Staffing Service (TSS) or Casual Staffing Service (CTS); and
- iii Agency workers and Honorary appointments.

“Student” is any individual registered to study on any programme of study at the University, for a degree, diploma, or certificate, through full-time, part-time, sandwich, or any other mode, including short courses. Students may also be studying away, a distance, in blended or online mode, from University premises as part of their course.

- a. Sexual Harassment has many definitions these include:
Unwelcome advances, requests for favours, and other verbal, visual, or physical acts that are sexual in nature, to wit submission or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's admission or employment, or
 - ii submission to or rejection of such conduct by an individual is used as a basis for earning grade(s) or score(s) in a course, project, or assignment or other academic grades; or earning promotion or favour in employment decisions affecting such individual, or
 - iii such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating, hostile, or offensive learning or working environment.
- b. Unwelcome Sexual Behaviour means uninvited, unreciprocated, and unwanted sexual conduct and activities that are offensive and objectionable. Therefore, regardless of whether the victim accepted a proposition for a date, sex-oriented remark, or joke, depending on the situation, sexual conduct is considered unwanted if the victim experiencing it feels that way.
- c. Direct or indirect sexual harassment includes pursuing or seeking to pursue a person for sexual activity. It also includes grooming someone to make friends and build a material or psychological connection with them to enable harassment in the future and/or prevent the reporting of different harassment incidents.
- d. Both people of the same sex and people of the opposite sex can engage in sexual harassment.
- e. Sexual harassment can result from a single event or from a series of incidents that happen repeatedly over time. The nature of the behaviour and all relevant circumstances, including the setting in which it occurred, will be taken into account when assessing whether or not a reported incident of sexual harassment.
- f. However, sexual harassment does not refer to socially acceptable compliments.
- g. Sexual harassment may include verbal, non-verbal and physical conduct like unwanted:
 - i. Deliberate touching, leaning over, cornering, or pinching. Actual or attempted rape or sexual assault.;
 - ii. Pressure for sexual favours;
 - iii. Sexual looks or gestures;
 - iv. Letters, emails, telephone calls, or materials of a sexual nature;
 - v. Pressure for dates;
 - vi. Sexual teasing, jokes, remarks, or questions;
 - vii. Referring to an adult as a girl, hunk, doll, babe, or honey;
 - viii. Whistling at someone;
 - ix. Cat calls;
 - x. Sexual comments;
 - xi. Unwarranted redirection of academic or occupational discussions into sexual discussions;

- xii. Sexual innuendos or stories;
- xiii. Asking about sexual fantasies, preferences, or history;
- xiv. Personal questions about social or sexual life;
- xv. Sexual comments about a person's clothing, anatomy, or looks;
- xvi. Kissing sounds, howling, and smacking lips;
- xvii. Telling lies or spreading rumours about a person's personal sex life;
- xviii. Hugging, kissing, patting, neck massage or stroking;
- xix. Sexually suggestive signals or looks at the opposite sex;
- xx. Making sexual gestures with hands or through body movements;
- xxi. Stalking;
- xxii. Feigning "accidental" brushing sexual parts of the body;
- xxiii. Sexual posts or contact on social media;
- xxiv. Forcing or inducing a person to watch or make pornographic or X-rated movies or take such pictures;
- xxv. Observing, photographing, videotaping, audio recording or making any other visual records of sexual activity or nudity where there is a reasonable expectation of privacy without the knowledge and consent of all parties;
- xxvi. Sharing visual or auditory records of sexual activity or nudity without the knowledge and consent of all recorded parties and recipients; and
- xxvii. Asking for information about past sexual life and using such information for sexual gratification.

ARTICLE 13: DATA AND RECORDS

The Vice Chancellor is required to set up or appoint an office or officer to keep track of sexual harassment reports for statistical analysis, oversee the implementation of this Policy, and write a report to the Senate on the prevalence, trends, and patterns of sexual harassment at the university at least once a year.

ARTICLE 14: CITATION

This document shall be cited as “the Unilorin Sexual Harassment Policy 2024”

ARTICLE 15: POLICY REVIEW AND EVALUATION

This policy will be monitored and reviewed regularly, with the first review occurring not later than three years after it is put into force.

ARTICLE 16: AUTHORITY

This Policy is approved by the University of Ilorin Senate on this day, the of... 2024.

Appendix 1

S/N	Nature of Sexual Harassment	Disciplinary Action/Punishment
i.	Unwanted deliberate touching, leaning over, cornering, or pinching	Formal warning, suspension, or dismissal/expulsion
ii	Actual or attempted rape or sexual assault	Dismissal/expulsion, legal action
iii	Unwanted pressure for sexual favors	Formal warning, suspension, or dismissal/expulsion
iv	Unwanted sexual looks or gestures	Formal warning, education, or counseling
v	Unwanted letters, emails, telephone calls, or materials of a sexual nature	Formal warning, restriction of communication privileges
vi	Unwanted pressure for dates	Formal warning, education
vii	Unwanted sexual teasing, jokes, remarks, or questions	Formal warning, education
viii	Referring to an adult using inappropriate terms	Formal warning, education
ix	Drugging someone with the intent of having sexual intercourse	Dismissal/expulsion, legal action
x	Whistling at someone, cat calls, sexual comments	Formal warning, education
xi	Unwarranted redirection of academic or occupational discussions into sexual discussions	Formal warning, education
xii	Sexual innuendos or stories	Formal warning, education
xiii	Asking about sexual fantasies, preferences, or history	Formal warning, education
xiv	Personal questions about social or sexual life	Formal warning, education
xv	Sexual comments about appearance or clothing	Formal warning, education
xvi	Kissing sounds, howling, smacking lips	Formal warning, education
xvii	Spreading rumors about a person's sex life	Formal warning, education
xviii	Neck massage without consent	Formal warning, education
xix	Unwanted hanging around a person	Formal warning, education
xx	Hugging, kissing, patting, or stroking without consent	Formal warning, education
xxi	Sexually suggestive signals or looks	Formal warning, education
xxii	Facial expressions, winking, throwing kisses, or licking lips	Formal warning, education
xxiii	Making sexual gestures with hands or body movements	Formal warning, education
xxiv	Stalking	Dismissal/expulsion, legal action
xxv	Feigning "accidental" brushing of sexual body parts	Formal warning, education
xxvi	Sexual posts or contact on social media	Formal warning, restriction of privileges
xxvii	Forcing or inducing someone to watch or make pornographic content	Dismissal/expulsion, legal action

S/N	Nature of Sexual Harassment	Disciplinary Action/Punishment
xxviii	Unauthorized recording of sexual activity or nudity	Dismissal/expulsion, legal action
xxix	Asking about past sexual life for blackmail	Dismissal/expulsion, legal action