



The University of Port Harcourt
Choba, Nigeria

Sexual

Harassment Policy

Table of Contents

	<i>Page</i>
<i>Cover page</i>	
<i>Blank page</i>	
<i>Table of Content</i>	
<i>Title page</i>	<i>1</i>
<i>ISBN page</i>	<i>2</i>
<i>Brief Institutional Profile</i>	<i>3</i>
<i>Preamble</i>	<i>4</i>
<i>Steering Committee</i>	<i>5</i>
<i>Definitions</i>	<i>6</i>
<i>Role of Managers</i>	<i>8</i>
<i>Communication</i>	<i>8</i>
<i>Education & Training</i>	<i>10</i>
<i>Third parties</i>	<i>10</i>
<i>Role of the reporting office</i>	<i>11</i>
<i>Sexual Harassment Advisors</i>	<i>12</i>
<i>Advisory panel</i>	<i>12</i>
<i>Response to a complaint</i>	<i>13</i>
<i>Informal procedures</i>	<i>14</i>
<i>Formal procedures</i>	<i>16</i>
<i>Penalties</i>	<i>16</i>
<i>Hotline</i>	<i>17</i>
<i>Counselor Details & Emergency Health Care</i>	<i>19</i>
<i>Back Cover</i>	<i>24</i>



The University of Port Harcourt

Choba, Nigeria

Sexual Harassment Policy

YOUTH FRIENDLY CENTRE

© 2019 The University of Port Harcourt

SEXUAL HARASSMENT POLICY

Concepts, Processes and Procedures, Operational Structure,
Sanctions and Remedies

All right reserved. No part of this book may be reproduced, stored in a retrieval system, transmitted or reproduced by way of photocopying, reprinting, mass production, audio or video transmission or any other form of reproduction, without the prior consent of the author in concert with the publisher.

ISBN: 978-978-979-656-4

Published in Nigeria by:
Steering Committee on Sexual Harassment
University of Port Harcourt.

Printed by:
TND PRESS Ltd.
34 Old Aba Road, Rumuobioakani,
Port Harcourt, Rivers State, Nigeria.
Tel: +234 (80)3 350 8579
email: tndpress@gmail.com
www.tndpressltd.com

University of Port Harcourt



Established in 1975 as a College of the University of Lagos, the University of Port Harcourt is one of the *avant-garde* (new, experimental and innovative) tertiary institutions with a mandate to empower the Niger Delta region and the country academically. The University gained full autonomous status in 1977 on the premises of an emergent Trade School outside Choba Community as its temporary site, close to its future Permanent Site known as the University Park.

Unique UniPort, as the Institution is popularly known by its many graduates and stakeholders was accredited by the National Universities Commission (NUC), on a campus status with growing academic, residential, social and cultural facilities to support a growing community of Scholars and administrators.

A five-star teaching hospital serves the University's top-rated College of Health Sciences and caters to the health needs of a large populace drawn from the South-South and South- East regions of the country

The University which offers the best in conventional liberal, equal-opportunity education in the arts, engineering, social sciences and science, is located about 18 kilometres, northwest of the central business district of the bustling Garden City of Port Harcourt, Nigeria's second largest seaport and the hub of the lucrative petroleum and gas industry.

The University is uniquely located in-between the souther-most part of the West African tropical rain forest, and the northern fringes of wetlands, swamps, rivers and mangrove forests that make the Niger Delta a special tourist attraction. The University is surrounded by rural agrarian and artisanal communities that have been positively impacted by its presence in the area. The University also runs effective extension services through its specialised research institutes and centres that have encouraged economic growth and social life in its catchment areas and beyond.

The University expects that the relationship between staff and students shall at all times be professional in nature.

Unique UniPort welcomes students and visitors to the bustling city of Port Harcourt, the capital of Nigeria's hydrocarbon industry and indeed the Niger Delta region.

Sexual Harassment-Policy

STEERING COMMITTEE The Steering Committee is the body charged with the responsibility of administering the Sexual Harassment Policy in the University of Port Harcourt. The Steering Committee draws membership from within and outside the University to ensure the credibility and proper monitoring of its activities.

The Terms of Reference of the Steering Committee include, but not limited to:

- (a) Creating awareness on issues of Sexual Harassment in the University and its environs
- (b) Mobilising relevant stakeholders to identify with and support the campaign
- (c) Reaching out to public-spirited individuals and organisations that would add value to the activities of the Steering Committee
- (d) Sensitising staff and students of the University, especially vulnerable female students on the need to report unsolicited sexual advances to the Steering Committee
- (e) Investigating and identifying victims of sexual harassment and recommending suspects to the relevant organs of the University for appropriate sanctions
- (f) Opening Hotlines and other channels of communication that would encourage victims to report cases of sexual harassment to the Steering Committee
- (g) Holding seminars, workshops and conferences to fine-tune strategies for the effective stakeholder engagement on issues of sexual harassment in and around the University
- (h) Submitting comprehensive periodic Status Report on its activities to the Vice Chancellor

DEFINITION OF TERMS

1. The Role of Managers	Steering Committee Membership.
2. Communication	Chairman; Steering Committee
3. Education and Training	International Federation of Women Lawyers
4. Third Parties	FIDA
5. The Role of the Reporting Office	Medical Women's Association of Nigeria
6. Sexual Harassment Advisors	MWAN
7. Advisory Panel	Dean, Students Affairs Department
8. Response to a Complaint	University of Port Harcourt Foundation
9. Informal Procedures	Member of the University Governing Council
10. Formal Procedures	Head of Counselling Unit
11. Final Formal procedures	Public Relations Officer of the University
12. Penalties	Chief Security Officer of the University

Sexual Harassment Policy

1 DEFINITIONS

- 1.1 Sexual harassment** is unwelcome sexual advances, requests for sexual favours, and other verbal, non-verbal or physical conduct of a sexual nature that violates the rights of a person; male or female. In determining whether the unsolicited conduct constitutes sexual harassment, we must consider the following factors:
- (a) The conduct was made as a pre-condition of an individual's educational or career progress, living environment, employment, or participation in legitimate University activities.
 - (b) The acceptance or refusal to yield to unsolicited sexual advance used as the basis or factor in making decisions that may affect the victim's education, employment, living environment, or participation in legitimate University activities.
 - (c) The conduct impacts the individual's academic or employment performance or creates an intimidating, hostile or offensive environment for that individual's work, education, living environment, or participation in the legitimate University community.
- 1.2 'Alleged perpetrator'** means a person alleged to have committed an act of sexual harassment or violence;
- 1.3 'Complainant'** means a person against whom an act of sexual harassment has been committed as defined in this Policy; a victim who lodges a complaint against the perpetrator of an act of sexual harassment
- 1.4 'Desk Officer'** means a person assigned to present the University's case in formal internal disciplinary proceedings, who may also be the person assigned to investigate suspected cases of sexual harassment
- 1.5 'Quality Assurance and Quality Control/SERVICOM Unit'** means the complaints and redress unit of the University
- 1.6 'Confidentiality'** means ensuring that information is accessible only to those authorised to have access to it
- 1.7 'Employee disciplinary procedure'** means the disciplinary procedure that applies to all categories of staff and students, and others named above (Such as Senior Staff Disciplinary Committee, Junior Staff Disciplinary Committee and Students Disciplinary & Related Matters Committee)
- 1.8 'Employee'** means anybody statutorily engaged as an employee by the University of Port Harcourt

Sexual Harassment Policy

- 1.9** **'Manager'** means any employee of the University with managerial, supervisory or warden's responsibilities. For the avoidance of doubt, 'Manager' in this context refers to a Professor, Senior Lecturer, Director, Deputy Registrar, right down the line of statutory responsibility, who should all report all cases of sexual harassment to the Reporting Office for prompt action
- 1.10** **'RO'** means the Reporting Office, (known as the steering committee) which is a standing committee set up by the Vice Chancellor
- 1.11** **'Unique Student handbook'** means the booklet that contains the rules and regulations on the conduct of students which is given to new students at the beginning of each new session
- 1.12** **'Security Unit'** means the Security Unit of the University of Port Harcourt
- 1.13** **'NP'** means Nigeria Police
- 1.14** **Unwelcome sexual conduct** includes physical, verbal and non-verbal conduct/behaviour. Such conduct/behaviour may be direct or indirect through phones and android devices or images designed to either entice or compel the granting of sexual favour(s).
- 1.14.1** **Unwelcome physical conduct** ranges from touching to sexual assault or rape, to even posting explicit pornographic materials to a complainant
- 1.14.2** **Unwelcome verbal or non-verbal conduct** includes insinuations or vaguely-worded suggestions of a sexual nature, sexual advances, sexual threats, sexual comments, sex-related jokes/insults, inappropriate enquiries about a person's sex life, graphic or explicit comments about a person's body, whistling of a sexual nature and the exchange of sexually explicit material by electronic means or otherwise aimed at enticing a person to engage in amorous relations.
- 1.14.3** **Unwelcome non-verbal conduct** includes gestures, indecent exposure and the display or delivery of sexually explicit images by electronic or other means.
- 1.15** **Consensual Sexual or Romantic Relationships between Staff and Students.** The University frowns at sexual and romantic relationships between staff and students which may involve conflict of interest between the parties and their obligations to the University. Conflict of interest is presumed but not exclusive to all instances when staff of the University is in a position to

Sexual Harassment Policy

grade, score, mark, evaluate, or supervise a student (whether part-time or full-time) or allocate opportunities to a student such as access to accommodation and participation in legitimate University activities. Where an exemption is sought for such a relationship, the exemption process may involve the concerned parties being interviewed and counselled as appropriate. In all cases where an exemption is sought, it shall be the duty of the University to take appropriate steps to address the risk of conflict of interests inherent in such relationship.

- 1.16 **'SHA'** means Sexual Harassment Adviser;
- 1.17 **'Student'** means a registered student of the University.
- 1.18 **'University'** means the University of Port Harcourt.

2. THE ROLE OF MANAGERS

2.1. Every manager shall take all reasonable steps to create and uphold a setting that is free of sexual harassment. In this regard, Managers should:

- (a) Exhibit leadership by learning, knowing and understanding the terms of this Policy, and assume responsibility for implementing the Policy;
- (b) Attend training and educational sessions on this Policy as offered by the **RO**
- (c) Communicate the Policy to all employees, students and third parties in their respective areas of responsibility;
- (d) Ensure that all new students, staff, and third parties are informed about the Policy and given the opportunity to discuss its implications.

2.2 Every Manager shall take the appropriate action when instances of sexual harassment occur and act as per the reporting and disciplinary processes laid down in this Policy. In this regard, managers are to:

- (a) Treat all complaints with utmost confidentiality and promptness
- (b) Treat all concerned with utmost dignity and respect
- (b) Refer all complaints to the **RO**
- (c) Report to the **RO** when conduct in breach of this Policy is observed, and no complaint is lodged,
- (d) Take steps as appropriate; in consultation with the **RO** to prevent sexual harassment from occurring.

3. COMMUNICATION

3.1 The University shall take all necessary steps to communicate this Policy to all students, employees, and third parties on a regular basis: at the yearly orientation programmes for First Year students, statutory Students' Union meetings, University Congregation meetings, and hold widely publicised seminars, workshops, conferences and other

Sexual Harassment Policy

consultative processes in and outside the University from time to time in concert with the Reporting Office. Printed copies of this Policy shall be given or sold to all staff and students to raise awareness on the need to prevent and report ALL cases of sexual harassment, assault or rape to the Steering Committee for immediate action against the perpetrators.

- 3.2 The University shall make this Policy available on its Website and other relevant platforms to bring it to the attention of all stakeholders- especially staff and students of the University of Port Harcourt.
- 3.3 The Vice Chancellor shall ensure that 3.1 and 3.2 are activated
- 3.4 The Provost of the College of Health Sciences and Deans of Faculties shall:
 - (a) Communicate regularly by oral and written means the seriousness of the issue and the existence of this Policy to students, employees and third parties within their College/Faculties;
 - (b) Communicate regularly with Heads of Departments (HODs) and all other Managers/stakeholders in the Faculty concerning their responsibilities in the effective implementation of this Policy.
- 3.5 The Dean of Student Affairs (**DSA**) shall:
 - (a) Communicate by written and oral means the existence of this Policy and its serious application to students, staff, and third parties within the offices and campus residences of this University;
 - (b) Communicate the contents of this Policy in writing and via meetings to the Students' Union and other recognised student associations on campus.
- 3.6 The **RO** shall:
 - (a) Provide the Information, Publications and Public Relations IPPR Unit with information that would enable the University of Port Harcourt and its environs to be regularly informed about the implementation processes of this Policy
 - (b) Send regular e-mail to all employees, students and third parties at least once a session to give information about this Policy
 - (c) Report annually to the Vice-Chancellor the status and successful implementation of this Policy.

OMBUDSPERSON

- 3.7 The Reporting Office shall also comprise an Ombudsperson who shall act impartially to provide free services to victims of sexual harassment and accused persons. The Ombudsperson shall investigate complaints that have not been adequately handled in the course of addressing complaints against suspects. The Ombudsperson shall step in to re-evaluate issues that are deemed not to have been handled to the satisfaction of both the complainant and accused person to ensure transparency and fairness to all parties. The Ombudsperson shall serve the role of checks and balances in the interest of all parties concerned.

4. EDUCATION AND TRAINING

- 4.1 Regular continuing education and training are imperative to ensure that students, employees and third parties are conversant with the contents of this Policy in order to prevent workplace sexual harassment and enhance the implementation of this Policy. The Education and Training programmes shall encourage students, employees and third parties to respond, report and aid in preventing sexual harassment in all its manifestations.
- 4.2 Within six months of the adoption of this Policy, all staff of the **RO** shall be trained appropriately.
- 4.3 Within four months of the formal adoption of this Policy, the **RO** shall appoint and train SHAs. This training shall be repeated for new SHAs and new members of staff of the **RO** within the first four months of each new calendar year.
- 4.4 All **SHAs** shall attend update training sessions at least on an annual basis.
- 4.5 Within six months of the adoption of this Policy, the **RO** shall present workshops on this Policy for the Principal Officers of the University, heads of academic departments, staff of the Quality Assurance and Quality Control/SERVICOM Unit and Campus Security Unit. Staff representative bodies and the Students' Union Executive shall nominate representatives to attend workshops offered by the **RO**. The **RO** shall repeat the programme workshops, at least, once a year. The **RO** shall integrate this Policy into staff induction and student orientation programmes.

5 THIRD PARTIES

No Visitors, Consultants or Sundry Elements shall be deemed to be ignorant of the Sexual Harassment Policy in the University of Port Harcourt; and any infringement on the provisions of this Policy by any person shall be summarily prosecuted by the University through appropriate government

Sexual Harassment Policy

agencies with a view to levying appropriate sanctions.

It is intended that this and related policies should be upheld and respected by all who work at, or visit, the University or who take part in the University's activities. Visitors to the University must abide by the rules and regulate their conduct in all their engagement with the university.

6 THE ROLE OF THE REPORTING OFFICE

- 6.1 The **RO** shall provide comprehensive sexual harassment response for the University through a Focal Officer, Assistant Focal Officer, Desk Officer and other support staff. This response shall include the provision of supportive and protective measures for all complainants, whether or not disciplinary proceedings are instituted against the suspects.
- 6.2 Supportive measures may include, but not limited to:
- (a) Crisis counseling (see Lead *Counselors details* Pg 19)
 - (b) Emergency medical services (see *emergency health care* pg 19), para-legal advice and other relevant services that would ameliorate the hurt
 - (c) Initiate measures to mitigate the impact of sexual harassment or the reporting thereof upon receiving a complaint.
- 6.3 Protective measures may include, but not limited to:
- (a) Non-contact orders, where appropriate
 - (b) Change of residence for the affected student(s) by the Student Affairs Department, where applicable
 - (c) Change of academic classes and academic concessions, where appropriate
 - (d) Special leave (staff) or temporary withdrawal from study (students), where applicable
- 6.4 While the primary aim of this Policy is to assist Complainants, who allege sexual harassment or assault, an alleged perpetrator may at any stage approach the **RO** for advice on the application and interpretation of this Policy. In such instances the **RO** shall:
- (a) Provide alleged perpetrator with a copy of this Policy and the University's disciplinary rules
 - (b) Advise the alleged perpetrator on his or her rights to obtain legal representation and availability of other counseling services
 - (c) Advise the alleged perpetrator that the University may choose to follow its disciplinary rules even when the complainant does not wish to do so
 - (d) Explain to the alleged perpetrator the protective measures available to the complainant.

7. SEXUAL HARASSMENT ADVISORS

7.1 The **RO** shall appoint and train SHAs, drawn from employees of the University

7.2 **ASHA** shall have the following responsibilities:

- (a) To receive complaints of sexual harassment from the **RO**
- (b) In consultation with the Desk Officer, to assist, support, consult and liaise with complainants, alleged perpetrators and those initiating complaints of sexual harassment;
- (c) To provide reports and records to the **RO** on all referred cases
- (d) To represent the best interests of a complainant, or alleged perpetrator in formal communications with the **RO** where such representation is required
- (e) To liaise with the Desk Officer with regards to the responsibilities that may arise from disciplinary hearings
- (f) To support the educational work of the **RO** where practicable and reasonable.

7.3 The **SHAs** should, as a group, be diverse in terms of gender, qualifications and background

7.4 While a complainant will be entitled to ask for another **SHA** to be assigned to his or her case; every effort should be made to ensure that the same **SHA** deals with a particular case all through.

7.5 The **RO** shall:

- (a) Provide general support and guidance to the **SHAs**
- (b) Monitor cases;
- (c) Ensure that the **SHAs** are suitably trained

8 ADVISORY PANEL

8.1 For any report of sexual harassment made under this Policy, or in general; the **RO** may appoint an Advisory Panel to assist the **RO** with information, suggestions and expertise

- 8.2 An Advisory Panel may consist of the following persons:
- (a) The **SHA** representing a complainant or victim
 - (b) The Desk Officer assigned to the complainant or victim
 - (c) A nominee of the Dean of Student Affairs, if the complainant or alleged perpetrator is a student;
 - (d) A nominee of the Vice Chancellor, if the complainant or alleged perpetrator is a staff member

Sexual Harassment Policy

- (e) A person, not necessarily a staff member of the University, with expert knowledge in the field.

9 RESPONSE TO A COMPLAINT

- 9.1 Complaints of sexual harassment must be brought to the attention of the **RO** as soon as is reasonably possible.
- 9.2 If a complaint is brought to the attention of a Manager, the Manager shall notify the **RO within five (5)** working days of the complaint.
- 9.3 Sexual harassment shall be brought to the attention of the **RO** by the complainant or any other person that witnessed the incidence of sexual harassment and/or any person that the complainant disclosed such incident to, and or any person that has sufficient information about the incident. However, if the incident is of a serious nature, the complainant shall be encouraged to inform the **RO** in person.
- 9.4 Any complaint of sexual harassment will be recorded in writing by the **RO** and will be assigned to a Desk Officer, who shall manage the complaint.
- 9.5 The **RO** shall also assign an appropriate and available **SHA** to promptly investigate the case and report back for further action.
- 9.6 The steps to be taken by the Desk Officer on receipt of a complaint should include but not limited to, the following:
 - (a) Advise the complainant that there are formal and informal procedures which can be followed
 - (b) Explain the formal and informal procedures to the complainant;
 - (c) Advise the complainant that he/she may choose which procedure should be followed by the University
 - (d) Advise the complainant that the **SHA** assisting him or her may not be called as a witness during any formal procedure
 - (e) Reassure the complainant that she or he will not face any adverse consequences in choosing to follow either the formal or informal procedure for seeking and obtaining redress
 - (f) Advise the complainant that he or she is not bound by the outcome of the informal procedure and will have the right to appeal directly to the Vice Chancellor within ten (10) working days of the conclusion of that process
 - (g) Advise the complainant that the matter shall be dealt with confidentially
 - (h) If applicable, advise the complainant that no negative inference on his/her credibility will follow as a result of reporting

Sexual Harassment Policy

- (i) Provide the complainant with information about counselling available as well as information on how to access independent counselling services
 - (j) In appropriate circumstances, advise the complainant of her or his right to refer the matter to the NP and obtain further legal advice outside the University.
- 9.7 If a complainant, after consultation with the NP, does not wish to pursue the matter, and the complaint is judged by the **RO** to be of a serious nature, the **RO** shall refer the matter to the Advisory Panel. The **RO**, in consultation with the Advisory Panel, shall consider all relevant information, including but not limited to the following:
- (a) The risk to other persons in the University
 - (b) The severity of the sexual harassment or assault
 - (c) The history of the alleged perpetrator with regard to previous cases and complaints of sexual harassment or assault.
- 9.8 Where it appears to the **RO** and the Advisory Panel that there is a significant risk of harm to other persons, they may advise the Desk Officer to follow a formal procedure, irrespective of the wishes of the complainant. In such a case, the complainant must be advised accordingly and the **RO**, in consultation with the Advisory Panel, must prepare a written recommendation to the Vice-Chancellor, who shall exercise his discretionary powers to deal with the situation as may be appropriate to ameliorate the hurt in line with the provisions of this Policy. The recommendation shall include (but not limited to) the following:
- (a) A description of the alleged sexual harassment or assault
 - (b) The complainant's reasons for his/her unwillingness to pursue the matter further or to be called as a witness;
 - (c) Compelling reasons in support of a formal procedure

10 INFORMAL PROCEDURES

- 10.1 An informal procedure is a process, managed by the **RO**, in which relationships between a complainant and alleged perpetrator(s) are addressed with the aim of resolving a complaint in a manner that is satisfactory to the complainant and alleged perpetrator(s).
- 10.2 An alleged perpetrator has the right to refuse participation in informal proceedings and may exercise this right during any stage of the informal process. No negative inferences shall be drawn from refusal to consider, participate or withdraw from the informal process.

Sexual Harassment Policy

- 10.3 Where the right of refusal is exercised, the formal procedure takes effect immediately.
- 10.4 If the complainant opts for an informal procedure and the **RO** in consultation with the Advisory Panel believes that there are compelling reasons for the formal procedure to be followed as specified in Paragraph 9 above, the **RO** shall advise the complainant that the formal procedure shall be followed. The complainant shall be guided properly at the first instance.
- (a) The fact that the informal procedure took place
 - (b) The names of the participants
 - (c) The date, time and location of the alleged incident
 - (d) The outcome of the informal procedure
- 10.6 Informal proceedings require the written consent of both the complainant and the alleged perpetrator, and
- (a) The availability and implications of informal proceedings shall be explained to the complainant by the appointed **SHA**, before such proceedings
 - (b) With the consent of the complainant preparatory interviews with the alleged perpetrator may be held in the absence of the complainant and with any other person or persons that may provide information to assist with the informal process
 - (c) The structure, procedure and facilitation of any informal procedure will be agreed upon beforehand by the Desk Officer, complainant, the alleged perpetrator and **SHA**.
- 10.7 The informal procedure may include:
- (a) An approach to the alleged perpetrator with or without revealing the identity of the complainant (depending on the choice of the complainant) with information that certain forms of conduct may constitute sexual harassment or assault
 - (b) A discussion where the objective is to give the alleged perpetrator an opportunity to apologise, if the victim is favourably disposed to such an approach. The Desk Officer and **SHA** will facilitate the terms, conditions and acceptance of such an apology
 - (c) The presentation of the case in confidence to a group of not more than four persons (including the Case Facilitator), to consider suggestions and to make recommendations that may achieve a resolution based on an agreement between the alleged perpetrator and the complainant. The choice of participants in the discussion will be at the discretion of the Case Officer in consultation with the **SHA**.

Sexual Harassment Policy

10.8 Every effort shall be made to conclude the informal procedure within fourteen days of the incident being reported to the **RO**.

10.9 Strict confidentiality regarding the process, participants and report will be maintained throughout this process.

11 FORMAL PROCEDURES

11.1 A complainant may wish to initiate the formal proceedings, without first following the informal proceedings, depending on the nature of the sexual harassment.

11.3 If the complainant wishes to proceed with a formal procedure, he or she shall notify the Case Officer of such intention, and be ready to sign a written statement providing full particulars of the alleged sexual harassment or assault

11.4 The formal processes for the presentation of the complainant's case shall be as applicable to the rules and regulations provided for in the employee disciplinary procedure (see definitions section I.7)

12. PENALTIES

12.1 Any student or group of students against whom cases of sexual harassment are established in line with the provisions of this policy shall be referred to the SDRMC relevant organs of the University for summary investigation

12.2 If found guilty as charged, the guilty party shall be recommended to the Senate of the University for rustication or outright expulsion, depending on the weight of evidence

12.3 Similarly, employees of the University against whom cases of sexual harassment are established shall be referred to the SSDC or JSDC and if found guilty shall be subject to various sanctions including suspension or outright termination of appointment, as may be deemed fit by these committees

12.4 A Visitor, Consultant or Service Provider to the University against whom a case of sexual harassment is established shall be apprehended and handed over to law enforcement agencies for immediate prosecution. The University, through the Reporting Office, shall provide all relevant documentation and support services aimed at facilitating prompt prosecution of the suspect. Their contracts will be revoked if found guilty without any legal consequence.

Sexual Harassment Policy

- 12.5 Failure to disclose a consensual sexual or romantic relationship between staff and student shall be deemed improper behavior and may give rise to disciplinary action.
13. This Sexual Harassment Policy shall come into effect from **Tuesday, October 29, 2019**

Nothing in the provisions of this Policy shall supersede the *University of Port Harcourt Act* or the *Constitution of the Federal Republic of Nigeria*.

DATED THIS TUESDAY, OCTOBER 29, 2019

Sexual Harassment

Have you ever been sexually harassed?

Have you been in a position in which you felt vulnerable to sexual predators?

Have you been inappropriately touched or experienced unwanted sexual advances through verbal or non-verbal communication?

Did you feel abandoned and left to live through in silence?

Did you report your experience to anybody for redress?

Have ever been threatened by anybody with power that could determine your fate either in the workplace or learning environment?

Did you feel powerless in such a situation?

Have you ever challenged a sexual predator?

Did you feel that nobody was available to hear your story and help you?

The University of Port Harcourt **Steering Committee on Sexual Harassment** will empathetically listen to your story and treat your case under strict confidential cover.

Those who made or still plan to make unwanted sexual advances at you or act in a manner that debases your personal dignity and right to choose will be identified, named and shamed.

They will be made to face the consequences of their sadistic instinct. It is unrelenting war on any ***Randy Romeo or Stalking Juliet.***

Don't keep quiet. Report all cases of sexual harassment to the Steering Committee today. We are able, ready and willing to deal dispassionately with every reported case of unwanted sexual advance, assault or rape. Don't bottle up your experiences or die in silence. Don't cover up sexual predators.

Don't allow anybody to blackmail you in accepting indecent proposals. Be bold!

Speak out!!

Report your attackers!!!

We are here to help all victims of sexual harassment in line with the Policy Document enunciated by the University of Port Harcourt.

All sexual predators will be summarily dealt with under this Policy

All staff and students must be responsible and control themselves.

Let us join hands to end Sexual Harassment today!!!

Issued by:
The Steering Committee on Sexual Harassment

Counsellor's contact details

Hotlines

Emergency Health Care

Counsellor's contact details-

Prof Rosemary Ogu
Youth Friendly Services
University of Port Harcourt.
Email: rosemary.ogu@uniport.edu.ng
Mobile: 08033129937

Mrs Matilda Nnodim
Counseling Unit
University of Port Harcourt.
Email: matilda.nnodim@uniport.edu.ng
Mobile: 07064017431

Hotlines

08064120009

07010300350

Management at Acute Stage- Emergency Health Care

Client is Seen following Sexual Harassment – By Self, or a concerned manager,

- Reassure confidentiality and obtain informed consent
- Specifically ask for and document the time and details of the incident
- Explain and commence available services – which include
 - ✓ Forensic Services
 - collection and preservation of evidence
 - ✓ Health Services
 - Clinical assessment & treatment
 - Perform physical examination and injury identification for treatment
 - Perform genital examination (external & internal)
 - For associated physical based violence, order for VDRL, HIV Test, High Vagina Swab, USS etc as may be necessary.
 - Give Emergency contraception, Prophylactic antibiotics, Post Exposure Prophylaxis to prevent Sexually Transmitted Infections including HIV
 - ✓ Other Support Services
 - Psychological
 - Counseling
 - Linkage to support group
 - Welfare, Shelter, Security, Legal (criminal justice/prosecution) to mitigate the impact of sexual harassment
 - Non-contact orders, where appropriate
 - Change of residence for the affected student(s) by the Student Affairs Department, where applicable
 - Change of academic classes and academic concessions, where appropriate
 - Special leave (staff) or temporary withdrawal from study (students), as applicable

