

Campus Climate Workshop

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July, 25-27, 2017

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UNIVERSITY OF GHANA

Outline

- Why Sexual Harassment & Misconduct Policy?
- How did we get here?
- Sexual Harassment Policy
- Where we are now
- Sexual Harassment & Misconduct Policy
- What we have learned



Why University of Ghana SH & Misconduct Policy?

- To create and maintain an environment free from intimidation, exploitation and abuse.
- To provide an atmosphere of work and study in which all individuals are treated with respect and dignity.
- Policy defines prohibited conduct and outlines the procedures for reporting violations, investigations, sanctions, non-retaliatory mechanisms etc.



How did we get here?

- Right environment created by series of global and national development.
- Disparate efforts by several people around the University to teach courses on gender and the disciplines, to conduct research and to support the work of civil society and the state in the promotion of gender equity.
- Research findings that showed that the curriculum and the policies not given adequate recognition to growth in student body and female representation



How did we get here: cont'd

- Adoption of a strategic plan and the amendment of the statutes of the university.
- All these initiatives gave explicit support to the promotion of gender equity policies and measures in the university.
- Establishment of the Centre for Gender Studies and Advocacy (CEGENSA) - one way of institutionalizing the University's commitment to gender equity in all aspects of life at the University.



How did we get here: cont'd

- Research
- Informal discussions to identify key partners and most effective and efficient pathways to use.



How did we get here cont'd

Responses to sexual harassment on the University of Ghana campus.

Purpose: To provide a baseline understanding of the extent of and responses to sexual assault on the University of Ghana campus.

Prof. Akosua Adomako Ampofo/Dr. Akosua Darkwah/Dr. Fidelia Ohemeng



Respondent Profile

| | |
|--------------------------|----------|
| 445 respondents | (survey) |
| 16 women (2 groups of 8) | (FGD); |
| Ages of 18 - 29,; | 99.5% 0 |
| above 30 | 0.5% |



Year when this happened

| Level | % |
|-----------|-------|
| level 100 | 46.1% |
| level 200 | 32.6% |
| level 300 | 12.4% |
| level 400 | 4.4% |

Complaints

- Students – Lecturer
- Worker – Supervisor
- Colleagues
- Student – Student
- Perpetrators – mostly males



Perpetrators

| Level | % |
|-----------------|-------|
| Male colleagues | 78.3% |
| Male faculty | 9.9% |
| Male friends | 18.3% |
| | |

Where Does It Happen?

- On a street on campus 32.9%
- In the woman's room 30.8%
- In the perpetrator's room 14.6%
- In a lecture hall 13.2%
- In an office on campus 8.9%
- In somebody else's room 8.2%
- Other 14.4%



How often did this occur?

| | % |
|------------------|-----|
| Once | 43% |
| Twice | 11 |
| Thrice | 7 |
| More than thrice | 27 |



Context in which Harassment Occurred

- Chatting
- Looking lovely/hot
- Needed help (school work etc)
- Visiting
- Learning/studying together
- Watching movie together
- At a party
- Went to the office for information
- Having a chat about sexual relationships



Does a female really mean it when she says no to a sexual advance?

| | | |
|--------|-----------|-------|
| Male | Yes | 18.8% |
| | Sometimes | 62.4% |
| Female | Yes | 42.9% |
| | Sometimes | 45.5% |

Percentage Reporting

| | |
|-------|-------|
| Yes | NO |
| 24.9% | 68.8% |



Who Report To?

| | |
|------------------------------------|-------|
| Friends | 71.4% |
| Parents | 10.2% |
| Hall/chief/queen/landlord/landlady | 8.8 |
| Counselling and placement centre | 3.4 |
| Extended family member | 1.8 |
| Minister/pastor/imam | 1.6 |
| Dean of students | 1.4 |



Why Not Reported?

- Handled it myself
- We're in a tertiary institution
- Not necessary
- Not sure
- Took it as a joke
- Normal
- The look straightened him out
- Don't feel like talking about it
- Felt ashamed
- It was not a serious case
- Part of school life
- No one to report to
- Because I knew him
- I thought it was okay
- Because it was not rape



Resolution

- Run/walked away
- Dean of students sorted it out
- Demanded an apology/apologised
- Ignored it
- Not resolved
- He was talked to by his friends
- Sounded a strong warning
- Did not say anything formal
- He was called and advised
- I was advised not to go out in the night again
- We were counselled



How did we get here: cont'd

Hiring of consultant and Extensive consultation process.

Focus Group Discussions

- Junior staff (mixed)
- Senior staff (mixed)
- Senior staff (All female)
- Student (mixed)
- Student (All female)
- Senior Members (All male)
- Senior Members (All female)
- Senior members (Mixed)



How did we get here

- Over Two years from the launch of the process till the passage of the policy.
- Draft went through UoG policy development process and reviews
- Final policy was adopted
- Anti Sexual Harassment Committee inaugurated





UNIVERSITY OF GHANA SEXUAL HARASSMENT POLICY

1. INTRODUCTION

The University is strongly opposed to sexual harassment and sexual abuse in any form and by this policy is communicating zero tolerance of any action that may be construed as sexual harassment or sexual abuse.

2. DEFINITION OF TERMINOLOGY

Sexual Harassment: Interaction between individuals of the opposite or same sex that is characterized by:

- (a) unwelcome sexual advances;
- (b) unwelcome requests for sexual favours; and
- (c) other verbal or physical conduct or behaviour of a sexual nature where:
 - i. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or participation in an educational programme or activity; or
 - ii. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual; or
 - iii. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance, or of creating an intimidating, hostile, or offensive educational or working environment.

Abuse of authority A demand by a person in authority for sexual favours in exchange for work or academic related benefits.

In determining whether abuse of authority has occurred, factors to consider include:

- Whether the harasser had actual supervisory authority over the employee
- The alleged harasser demanded sexual favours in exchange for an academic or employment-related benefit; and

Hostile environment Unwelcome sexual conduct that is sufficiently severe or pervasive that it alters the conditions of education or employment and creates an

environment that a reasonable person would find intimidating, hostile or offensive.

3. SCOPE

This Policy is applicable to all members of the University community. These include officers and employees of the University, students, and persons who serve the University as its agents and are under the control of the University in all its locations and facilities, including vehicles.

Examples of Sexual Harassment

The following examples are illustrative of conduct or behaviour that, if proven, would be considered under this policy to establish sexual harassment in either an employment or an academic setting:

- Unwanted and persistent propositions for dates;
- Unnecessary and inappropriate touching, such as patting, pinching, hugging, or brushing against an individual's body; grabbing of parts of the body, kisses;
- Excessive and unwanted attention in the form of love letters, telephone calls or gifts, stalking;
- Passing on pornographic material in print or electronic form;
- Unwelcome sexually-oriented gestures, verbal expressions, or comments of a sexual nature;
- Sexual assault, which is an unwanted sexual act done without the consent one party, and/or that occurs under threat or coercion. Sexual assault includes, but is not limited to, attempted rape, indecent assault, forcible anal sex, forcible oral copulation, sexual assault with an object, sexual battery, forcible fondling (e.g., unwanted touching or kissing for purposes of sexual gratification), and threat of sexual assault;
- Retaliation from a person in authority due to refusal of sexual favours.



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For full Policy please go to www.ug.edu.gh/ash



Now !!!

- Sexual Harassment & Misconduct Policy

The University prohibits sexual relationships between individuals where there is an imbalance of power such that one individual is in a position to make decisions that affect the educational opportunities or career of the other.



Work and Selected Achievements

- Growing acceptance and increasing trust and confidence among the University community.
- Continuous Orientation and sensitization for members of the University community
- Protection of complainants
- Punishment of perpetrators



What we have learned:

- Prevention is the best tool to eliminate sexual harassment in the institution.
- Sensitization is an ongoing process and it must be targeted at the entire University community
- Official policies forbidding sexual harassment is critical in every institution in order to create an environment that is conducive for teaching and learning
- Campaigns to raise employees/students awareness of its perniciousness all contribute to a broadening sensitivity about the problem and its effects



What we have learned:

- Official body that handles SH offers a centralized system.
- Leadership commitment is key
- A gap between what is being experienced and what is being reported.
- Difficult and complicated relationships where its difficult to adjudicate
- Image of the institution
- Unnecessary legal battles
- The prevention of harassment is EVERYONE'S responsibility



UNIVERSITY OF GHANA ANTI-SEXUAL HARASSMENT COMMITTEE



**ZERO TOLERANCE
FOR SEXUAL
HARASSMENT**



Helplines:

0200217582/0270322252/0203565146



THANK YOU

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