

CAMPUS CLIMATE SYMPOSIUM

Promoting Policies to reduce sexual harassment and violence

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West Gate of UCC



Outline

- Sexual Harassment Policy (SHP), UCC
- Other interventions
 - Relationship tidbits
 - Bystander intervention
 - Campus climate survey
 - Gender club among the students

Sexual Harassment Policy (SHP)-Background

- The University of Cape Coast (UCC) does not tolerate sexual harassment and takes steps to ensure that it does not occur.
- If it does occur, the victims should be free to seek redress without fear of reprisal.
- **It is within this context that the UCC considers the occurrence of sexual harassment to be an issue for particular attention.**
- In 2007, UCC instituted the SH policy to deal with SH and its related cases at the work place and among the students
- This was revised in 2014, to update and clarify other areas of concern in old the policy.
- The **SH Policy** applies to all members of the University: **staff, students and university guests.**

Content of the SH Policy

An introductory message from the Vice Chancellor (short address linked to the mission statement of UCC as giving equal opportunity to all....)

- **Chapter 1 -Definition terms**

- Sexual Harassment (AWLA 2003:10)
- Consent
- Hostile environment
- Retaliation
- Offence
- Mode of dress

- **Chapter 2- Composition and Functions of the Sexual Harassment Committee**

- Sexual harassment Committee
- Composition of the Committee
- Functions of the Committee

- ***Oversight of Committee***
- ***Training of Committee Members and Contact Persons***

Content of the SH Policy

chapter 3-Procedure for Reporting

☐ Informal approach

- ☐ Possible actions
- ☐ Safety Action

☐ Formal approach

- ☐ Contacting the police
- ☐ Confidentiality
- ☐ The Sexual Harassment Committee's Response
- ☐ Guidelines

- ☐ Investigation Finding and Outcome notification
- ☐ Appeals procedure
- ☐ Sanctions
- ☐ Support and follow-up of survivors of sexual harassment
- ☐ Responsibility of the University for Swift Execution of the recommendation of the Sexual Harassment Committee and the Vice Chancellor

Role of CEGRAD

- The revised SHP mandated CEGRAD to have an oversight responsibility of educating and training members of the SH committee and the university in general.
- This training has been extended to heads of halls of resident, chaplaincy board members, hall counsellors, students, UCC staff etc.
- Who is CEGRAD?
- **CENTRE FOR GENDER RESEARCH, ADVOCACY AND DOCUMENTATION (CEGRAD)**

MAIN ACTIVITIES

- Research
- Advocacy
- Outreach
- Documentation

Sexual harassment Awareness and training workshops

1. In the policy, CEGRAD was mandated to have an oversight responsibility of educating and training members of the :



- Sexual Harassment Committee (SHC)
- counsellors of Halls of Residence,
- the Counselling Centre,
- personnel of the Office of the Dean of Students,
- Religious personnel,
- newly recruited staff and (fresh) students on the SHP and other related, issues on sexual harassment and how to handle reported cases.

2. The centre is to also, monitor the activities and the implementation of decisions by the SH Committee.

Some photos of the SH workshops



A group photo of participants of the sexual harassment workshop (Photo credit Daniel Ayitey)



Other interventions

- ☐ **Relationship tidbits** (Education on values, Communication, gender equality, how to seek for consent, sexual harassment, and self-care).
- ☐ **Bystander intervention**
- ☐ **Campus climate survey**
- ☐ **Gender club among the students (new)**
- **advancing gender-based violence prevention in the University of Cape Coast.**



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