



PROCEEDINGS
OF THE
ICPC ENGAGEMENT WITH
CIVIL SOCIETY ORGANISATIONS ON
SEXUAL HARASSMENT IN
TERTIARY INSTITUTIONS AND
SECONDARY SCHOOLS

Supported by:



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INDEPENDENT CORRUPT PRACTICES & OTHER RELATED OFFENCES COMMISSION

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The Independent Corrupt Practices and Other Related Offences Commission (ICPC) was established in 2000 by Act No.5 of year 2000. Its mandates include enforcement, prevention, public enlightenment and education.

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FOREWORD

Sexual corruption or sedtortion in the workplace, educational institutions, and other social environments is a global problem. However, sexual corruption, sexual harassment or sedtortion in tertiary educational institutions has assumed an alarming proportion in Nigeria. Incidence of these malaise are rampant but underreported and the negative impact on victims endure and can affect the psyche.

Sexual corruption can be perceived from diverse angles-social, behavioural, and legal perspectives. The International Association of Women Judges assert that “sedtortion is a form of corruption in which sex, rather than money, is the currency of the bribe” and sexual corruption as “*the abuse of power to obtain a sexual benefit or advantage*”.

Over the years, the Independent Corrupt Practices and Other Related Offences Commission (ICPC), has in furtherance of its enforcement and preventive mandate, focused on sexual corruption in tertiary institutions. The Commission’s experience with victims and perpetrators encouraged the Commission to invoke its preventive and public education and enlightenment mandates to design a project to create awareness on sedtortion and sexual harassment in education institutions, particularly tertiary institutions. The Commission has organized several stakeholder events in that regard.

The proceedings in this publication documents one of the stakeholder engagements organized as part of the ICPC sexual harassment sensitization and capacity building project. This project has been generously supported by Ford Foundation. I believe that the publication not only documents the effort of the Commission but would add value to the collective effort to address the problem of sexual harassment in our tertiary institutions.

Prof Bolaji Owasanoye, SAN

*Chairman, ICPC
September, 2022*

LIST OF ACRONYMS

ACTU	Anti- Corruption and Transparency Unit
CISLAC	Civil Society Legislative Advocacy Center
CSOs	Civil Society Organizations
DM	Direct Message
DBC	Deputy Vice Chancellor
GMI	Gender Mobile Initiative
HIV	Human Immuno-Deficiency Virus
ICPC	Independent Corrupt Practices and Other Related Offences Commission
JAMB	Joint Admission and Matriculation Board
LASUTH	Lagos State University Teaching Hospital
NACTAL	Network Against Child Trafficking Abuse and Labour
NIMR	Nigerian Institute of Medical Research
NUC	National Universities Commission
TETFUND	Tertiary Education Trust Fund
WARDC	Women Advocate Research and Documentation Center
WOTCLF	Woman Trafficking and Child Labour Foundation

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The Ford Foundation is specially acknowledged for support to the Commission in furtherance of her mandate.

Transcription: Abdullahi Lukman, an NYSC member deployed to the Commission for the 2020/2021 NYSC service year.

Professor Bolaji Owasanoye, SAN

Chairman,
ICPC
October, 2022

OPENING

Welcome Remarks

Professor Owasanoye: Good morning Mrs. Olugasa. Good morning eberyone, our Consultant and staff mostly from Public Enlightenment and Education Department. As you are aware, this project has been going on for about a year if not likely more; on two issues: IFFs on one side and of course Sedual Harassment component; especially as regards corruption, abuse of power and pribileges on the other side. This has been conducted with the kind support of the Ford Foundation and with the coordination of some edperieniced academics led by Prof Atsenuwa and others.

Professor Bolaji Owasanoye, SAN

Honourable Chairman of the Independent Corrupt Practices and Other Related Offences Commission (ICPC)

Opening

Chairman's Welcom Remarks: Professor 'Bolaji Owasanoye,*SAN*

Opening Remark: Professor Ayodele Atsenuwa

Moderator: Mrs. Olubunmi Olugasa

Professor Atsenuwa: Thank you very much. I will quickly share my screen and also go over some of the things I wanted to say. These are some of the background we are familiar with, we know sexual harassment is pervasive and it's actually gender-based violence which makes it worse but it's actually gender based which systematically mean the other gender is vulnerable. The consequences range from severe physical and psychosocial harm to the individuals who are victimized and leads to undermining the total integrity of the educational system. It is a major harm. It is generally recognized as wrongful behavior but all too often, both the law and the institutional rules and processes that are designed to respond to the wrong are grossly inadequate as they focus more on punishing the offenders than preventing the offending and also; that is one of the areas we must try to address. That is why we are having this workshop.

Attention is focused on punishment of offenders while little attention is given to the needs of the survivor and we found proof as we critically looked at the system that justice model in terms of state laws, in terms of the model that the offence is criminalized or in terms of justice model in terms of the administrative processes in the institution, tend to be more focused on ensuring due process safeguards are observed, and there is very little sensitivity to the need to adapt the adversarial justice standards in relation to her weaknesses. We have a major challenge there and we know that there are practitioners and actors who have done a lot in that regard and that is why we have brought everybody together.

We also find that the evidence is available to us that institutional authority tends to tolerate sexual harassment and there is a lot of cover up, so that makes it more problematic. As Mrs. Olugasa has said, ICPC is doing this project as part of its mandate. Particularly; Section 6b [ICPC Act] states that it is to examine practices, systems and procedures of public bodies that are prone to encouraging corruption. It also directs and supervises the review of them. So that is how come ICPC is very central in this whole process and it's good to learn that ICPC is able to interpret its mandate, to recognize the nature of sexual harassment as corruption and corruptible as well as fraudulent. It is against this backdrop that ICPC commissioned this multi-

project to strengthen institutional capacity; broadly, to address the problems and thereby help in reducing the incident level.

So, what are the specific objectives of this workshop? Some previous workshops have been done and there are many more workshops to come. We have worked with ICPC officials themselves, particularly those in investigation and enforcement to assist them to build their capacity in terms of investigation and prosecution of offences, and also some of those who intervene in the court processes. So, in terms of this workshop, what we want to do which is the first, like Mrs. Olugasa said, of your CSOs engagement; we want to identify, and we are hoping that by the time we are done, we will have better knowledge and we would have been able to identify CSOs currently working around sexual harassment in educational institutions and mobilize the interest of new ones. So, we would be looking at participants here assisting us to expand your database of those who are already working, and those who are directly not working, but whose work is tangible, and we can stimulate their interest in working specifically in sexual harassment. We hope to engender awareness and build institutional capacity of such CSOs that are not necessarily working or some that are even working, but because experience is diverse and we are learning every day, there is no end to learning; we hope to build institutional capacity of CSOs with respect to the problem of sexual harassment in educational institutions.

We also hope that this workshop offers a platform for experience sharing by actors in the field and somewhere along the line, we will hope to present your findings on relevant laws, and institutional policies. We have been able to do some research and we found proof that, at least at the level of universities, we have about 26 universities that have institutional policies and we will continue to interrogate these policies and actual processes to understand better how justice and grievance process are available to survivors, as well as the gaps in them, and the best practices that we can encourage others to emulate.

Finally, we hope that we can identify strategies and next steps for the support and protection of the victims of sexual harassment in educational institutions. So that is essentially why we are here to learn from one another; from those that work directly to share some of the experiences for us to identify some of the strategies that will work best and for us to together develop steps in terms of what will be done if we are going to reduce sexual harassment in educational institutions. Those are the objectives that will guide us throughout this workshop. I hope I have been clear enough.

Part of the aim of the project is to give a road map on what kind of psycho-social support is available. ICPC is prime to do that, in fact nobody will believe you anyway if you try to counsel, you say you throw people into jail, you punish them, that's your job. You are not empathetic but we know that with this particular subject matter, a very important component of it is the post incident support and how to you disseminate and communicate it, where victims can get support and the kind of people best primed to give this support. What should they be doing and not doing? We also need that information because when we investigate and prosecute such set of persons, the way we handle victims and even the perpetrator too is important if we want to get mileage.

One of the key take-aways we are hoping to get from this workshop is to come up with a document that serves as a guide for tertiary institutions. Few weeks ago, I was guest speaker to ASUU, they were doing some heroic thing, I spoke about this in my public lecture possibly 2 Fridays ago. Sexual harassment and the flagging of academic institution is major issue, and of course, ASUU as an organization is ready and willing and they are already taking some measures. But we can assist any measure they have taken with the product of this project and all that. So, we are very happy that this is the first of two or three engagements which should be focusing on this post incidence support; and what should be playing out now as someone has been arrested and convicted, the kind of thing we are used to communicating; but this time in a strategic manner about the subject matter.

I want to also thank the facilitator, we had planned to bring Mrs. Atsenuwa to Abuja but could not afford doing that; hence, our opting for requesting her to joining virtually. Thank you for that. We also want to thank the other facilitators as well. I'm just to give a very brief remark concerning the background and then edit the meeting. I wish you a fruitful deliberation and I hope that the outcome we are going to derive from this will be beneficial to your work. People do not see ICPC as an institution that can engage in this sort of thing but I'm trying to change that perception. Thank you and have a very useful conversation.

Mrs. Olugasa; Thank you Honourable Chairman for taking a few minutes from your busy schedule. We do hope you pop in occasionally to join us in the deliberation of this programme. Thank you so much facilitators and learned participants, thank you Prof Atsenuwa. I mentioned earlier that I made a mistake of not giving a proper introduction to Prof Atsenuwa. She is the Consultant in charge of this aspect of the project. As the Honourable Chairman mentioned just now, we have two sides of the project. We have the IFFs and Sexual Harassment component.

So; Prof Atsenuwa has been Consultant for the aspect of Sexual Harassment component of the project. She's currently the DBC, Development Services at the University of Lagos; the only university in Nigeria if I may say so. Prof I'm sure you will agree. She's a former Dean of Law, she has served several years at the Faculty of Law; University of Lagos. Why I omitted to introduce her properly is because it's a long introduction and I thought the best way is just to dodge and move to other aspect of the programme. Prof.; you are very much welcome.

PRESENTATIONS

First Session: Hearing the Victims' Voice

Presenter: Ms. Olabukunola Olanrewaju-Williams, ED, *Education as a Vaccine (EVA)*

Moderator: Mrs. Olubunmi Olugasa

Ms. Olabukunola Olanrewaju-Williams: Good morning everyone. Apologies and I'm saying hey from Kampala where my network is trying to shame me but we made it work. I really want to say 'thank you' for this opportunity for really getting to talk about the stories of surbifor, surbifal. I'm just going to briefly start by highlighting some important issues before I go into the story.

I think when you often talk about sedual harassment, we always think it is not as bad as sedual violence in general. Its touching, messages and harassment and that is how we reduce it and make it look as if it is not as bad as it is. The truth of the matter is harassment is violence, and has a significant impact on the life of young people, specifically young women. It has really changed the life of so many young women. A lot have dropped out of school and a lot of them are still leading in the trauma many years later. They carry the cross for the rest of their life and it is really important for us to talk about it. Often when I want to talk about sedual harassment, I start writing that we have gotten to a point where we see it as an issue but it has always been an issue.

There is an article that was written by Prof. Sharman Perera, where she was talking about corruption in general and that is why I'm excited about this conversation ICPC is having because it is within the wider context. Tertiary institutions are part of the structure that uphold our society and they are critical parts of it and not separate from our society and when we see corruption in our society at large, the University system also takes on those behaviors. In that article she wrote about 15 years ago, she mentioned how a boyfriend thing affected her institution and she mentioned in that article something that blew my mind. I was born in 1981 and there is a Coker Report from 1981 that was actually looking at compensation within the civil service/ Prof or lecturers' discipline basically and one of the things that came out of the Commission report in 1981 was the issue of sedual harassment. Then when going to look at the issue of sedual harassment, it came up as a problem and one of the things the Commission

highlighted was like look, you might want compensation but we have to address the issue of sexual harassment because it kept coming up as a problem.

Yet, that was when I was born. Now, some years later we are still having the same conversation so I hope that we are going to be the ones to address it in a meaningful and structured way so that young people don't keep sharing their horror stories with us, so young women don't keep seeing sexual harassment as rite of passage, young men don't see themselves as complicit in this bad behavior in being used to have their risk to protect their course mate or in many ways then replicating those behavior because they see it as how it's done. I really do hope that ICPC could be one body that could really make universities hold themselves accountable because the truth of the matter is that they have not done it. In many ways they are struggling to do it.

In 2020, we were doing a project around sexual harassment with a lot of young women and for 16 days of activism as you can see on my screen, we asked young women to tell us what is right in navigating tertiary institutions as female undergraduates, they should just share the stories with us. I can share it with Prof Atsenuwa to send it to you so you all can read it because the stories were really heartbreaking. I'm going to read number 4. She said: "In 2019, I was 17 and was excited that I was going to the university, I wrote the list of everything I thought I needed except for something I had no idea I would need a safety weapon. I had heard the stories of how guys and girls whenever they are drunk from party, so many girls talked about how they will use their heels, some will pull out a weapon on their body for easy access if there's a need to use it. Being a girl in the tertiary institution is hard. We have lecturers who are taking uncomfortable advantage. I did not expect this when I started school last year, I'm often not one to step out when the sun set. Where I'm staying in school makes me feel unsafe once I am alone. As a female student, I'm not allowed to express myself or walk to the lecture hall alone".

This should be avoidable but sadly, this is the reality most girls face in the society, so you can imagine a 17 year old girl so excited going to university, she has passed JAMB, she's finally in a place, you know she can grow, where she can blossom, where she can make her dreams come true and she didn't realize she was stepping into a place she would feel unsafe, where she wouldn't feel she could truly be herself; not only because of young men on campus but also because of her lecturers in many ways. The response usually is the way girls dress, they wear tight jeans, you know they wear tight tops into the offices or lecture room and expect to be treated differently.

There is one thing we know from many years of research that had been done on sexual violence, it is not about it; but about power. Power over what it is able to get. Power is often deployed in a manner that makes a girl feel unsafe; so, it doesn't matter what they wear. Decent dressing by girls on the university campus is not going to change this or is it going to change the impunity that exist on campuses?. I remember one of the meetings we had, we brought female student leaders together, we had a very important conversation like what is sexual harassment like on your campus and from a lot of them, there was this sign that I had never felt working with young people because one thing about young people is that they are energetic but that meeting broke my heart. That is why we want this story to be out because we hear this story over and over again and we are breaking the hearts of our young people by telling them what they do doesn't matter. You know, just good luck, you know you just wish them luck and cheer them into rites of passage which they are dodging and taking advances from lecturers, from registrar, from the guy who she refused to date, you know from different angles its always coming. So, it is so important for us to really think through, do we need to continue to hear the story? do we really want to continue to make sure that they are going through this? Even when you talk to some of the men as young men as well, one of the things they mentioned is that their Professors use them as cuddle. A girl was telling us that now that we are looking at the Prof, we were trying to get evidence and all of that. The Prof don't directly call them anymore. What they do is that they would get a course-mate to call them and tell them Prof so and so wants to see you and if the girl doesn't respond, they would now get someone else to go and tell them that unless they come and see them, they're in trouble so it would be the call from the girl that will show on the Prof's phone. Right, so that way, there will be no evidence that the person is talking to the girl, no call, no text message because they could be used against them. They will be using young men as a candle to convince the girls to say 'yes' and feel like they are powerless and there is nothing that they can do.

You know another story that another girl told us is you know if you are a pro and you are in a class, the one who is not listening to lectures, they won't be the ones to fail, they will give you your correct mark, what they will do is that they will tell another Prof that this girl is not agreeing. Let me be honest, this is what I call a story because I was like where do you go from here? You know this is how students feel and it seems it doesn't matter. Nowadays trying to look for evidence is like trying to dodge land mines and because of that a lot of young girls don't actually feel represented in the student government constitution because all of them are employed as BP or Secretary. This way, they won't be able to push. One of the things I was

critical about is that there are processes in place. For some institution they have laws, they have policies that guide. So, do you know whether the tertiary institution have a sexual harassment policy? That leads to the bigger question. Do you even know what sexual harassment is because for a lot of young people, they didn't realize what happened to them was sexual harassment. They thought it was just normal men being men, we have to be like know, it is sexual harassment when you are getting text messages which are inappropriate from someone that has power over you, for someone who has a spiritual duty, someone that has the ability to grade your mark, it is wrong. The ability to remove your name from the list is wrong; and that you have the right to say something that comes the bigger issue. So, if somebody is telling you a story on sexual harassment and we want to report; (which I believe gender mobile is going to say something on, so I'm not going into that); who is going to respond?, how are they going to respond? and outside of the university institution if they don't respond, who is going to make sure they are held accountable to respond?; because we cannot ask young girls to report and then nothing is done. We cannot ask young men to report and nothing is done, we can't keep asking young girls to tell us their stories. I'm going to read another one. [Generally it is difficult for women, it is also difficult being born in a world where men feel they can take advantage of women because they have power to decide your fate. The zeal for women to succeed has triggered interest in female education and with it another location where men are trying to take advantage of women. Personally as a female student in tertiary institution, I always have to double-check my makeup, the type of braids I make, the length of my skirt, the elasticity of my trousers and the color of my outfit and my presence does not command any attention and cause people to judge me if something happens as I later learnt, none of this matter. Even though I dress basic as possible, lecturers still notice me, even if I wanted, I cannot get stand out because my course had a strict black and white dress code and in addition societal approval. As a fresher, what could I have been doing to attract the attention of Dr. Bami, a lecturer whose class I was not even taking? When I finally asked him how he knew me, he said "I noticed", "notice kwa?" It took the intervention of my parents from hurting my education after several rounds of embarrassment and harassment within campus because it is something done repeatedly.

This got me wondering, what actually can a young girl do, how can one dress like this and still get harassed, why are we causing a situation at looking at a mirror for hours debating the innocence of your dressing, these many and more questions that run through my mind all the time. It is really difficult to find a balance and coming out of school with the case of harassment from lecturers; but I have not had issue passing my exam because I'm a woman but been denied

of several roles because of that. I have always stopped out praying that no man looks at me and sees the need for me to being taken advantage of, I should be able to get an education without being harassed. Every time I leave for school, I should not get an education while walking on eggshells. On more than one occasion, I have left marking errors even when it made me rewrite a course all in a bid to avoid visiting lecturer's offices. But how feasible is this plan of mine? and how long can I do this for? and so; that's the question.]

How long can they do this for? How much longer? How many more stories do we need to read? How many more cases have to come you so that it not just one thing that we handle? Now many more stories haven't come out. You know, I remember one of the sessions I had gone to, no matter where you are as a Nigerian woman and a story of sexual harassment comes up, everyone has a story on how their mothers, their daughters too have stories. So how many more story is going to take for that change? Maybe people are not tired because from 16 days of activism last year, now we are about to start another 16 days. More stories have come out since then, I don't know if you all are not tired but I'm tired of the trauma of listening to young people recount the mind field of just one thing to get an education of just wanting to move ahead. So, I think it is so important for us to really think about this. I just want to share one more thing before I stop.

In terms of just looking at even sexual harassment so we had looked at different sexual harassment policies in institutions in particular and we wanted to see if they were basically student friendly. For example, we wanted to see if those policies really take a look at it and this is what I want to report. ICPC, when you want to do this work, center the humanity, students, both young men and young women. Look through their learning. Don't take it for granted that they are young people, they are energetic, they don't dress well, they have haircuts like mine, they color their hair, they are sagging their pants. Don't use that mind to hold universities accountable, let us not use the mind of blaming, let us think through. How do we center humanity of young people at this stage of adolescence since we know that the brain of young people don't really develop fully until they are 25? So many young people are going to tertiary institutions at 16. It is important to think about those developments. This is when they take risks the most. This is time they are learning about themselves, this is the first time they are free, don't punish them for the behavior of those who have power over them and it is really important to recognize that.

Therefore, when you are thinking as ICPC, you must take up accountability. Please if you want it to be student centered you would make sure the biggest thing that came out of young women

talking about this issue is the fact that they have to report and they need to come up and everybody knows who they are, the person that they reported, the identity is hidden. The identity is sometimes kept secret unless it is something that ends up in the media; then it is a problem. Many of them are not going to come forward because they think like they are going to be played. So is it possible to have a complaint mechanism that can in many ways protect them until necessary so that we can get many people coming forward. How do we stand for survivors in terms of the measures or in terms of the work you are putting forward? How do we ensure third party complaints so that if female leaders want to come up and they are brave enough to be able to support their fellow students, can they report on their behalf? Can we look at compounded vulnerability? meaning we need to look at who is being targeted as perpetrators know who they are targeting. They target young people who are maybe dependent on support from home who might have disability in one way or the other, who might be displaced, you know, they know the kind of person they target and know their vulnerability as young people; so, it is quite important for us to also look at that as well. Don't look at their vulnerability as the reason not to take them seriously, look at their vulnerability as the reason they were targeted in the first place, there is need to be sensitivity training for everyone who is going to be involved in that process as well and that is so important, if the school policy doesn't have that, ICPC should make sure they publicize that. They need to have higher standards than what schools are putting forward and I really do think there has to be clear timelines of how the work is being done. That is so important and if you are going to be involved in this process, what is the duty of care to the student who reports to you as a staff? What is that duty of care because dealing with this issue is not easy, it is heartbreaking, it can be demoralizing; so how do you protect your staff so that it should not be issue of trauma.

Having a very clear definition of what consent is and is not, especially in university setting. Look, we all live in Nigeria which is a patriarchal society. A lot of Profs married their student, that is their dating ground; similarly for students as well but it is very important to understand the concept of power and the concept of possession as well and don't say "*shebi they love each other, where are young lecturers going to find their wives, that is none of your business*". The important thing is, are the young one safe? Are they taken care of? It's very important and understanding when conflict is an issue in this case. The big thing is retaliation inside young people's life, this is the beginning of their life. How do we ensure that they are protected? More importantly, we always forget because we are stuck on the process of response that we forget prevention.

Prevention is so important so you have to include that in your mandate. How do we include understanding sexual harassment around corruption? and how do we understand it's a societal problem and not making it as a topic? that '*ah is a bad thing*', it is corruption!, it is an abuse of power and how do we ensure we can look at it from preventive lens as well?. How we address impunity as a deterrent in particular. I also think, another big thing we need to do is that people need to be held accountable. If you were sexually harassed 20 years ago, is likely that you are still sexually harassed, it's very real and so time limit is a problem because you will be "*eh shebi it happened 20 years ago even though you didn't graduate that you are fine now*". But I think people should be held accountable, especially in the case of the harassed which has led to losses for women, loss of income, loss of status, Even the emotional bargains that comes with it, the threat that comes from it, and ensuring that young people don't speak or gang up against them; making exceptions for lecturers because he is brilliant or because she is that or this. I just really think these are critical, I can share the more stories with you but thank you again for this opportunity and I hope we really do take this serious because honestly, our young people are really struggling and some things they are worried about, the economic crisis, the insecurity at least maybe in this area where we have power to do something. All of you can label your power to actually do something. Thank you again and I hope the rest of the proceeding go well.

Questions and Interventions

Mrs. Olugasa: Thank you very much, Ms. Williams and it was quite engaging. I am struggling to make sure I take down all the points that you were just dishing out in the session, it was such a lovely time having you and we seem to be doing very well in terms of time. So, this is the point which I ask the participants for intervention, questions. Can you please indicate virtually, those of us that have questions and we want to ask but if you are having challenges with network and you can't ask the question, you are free to type or send the question to me, you can do me a DM or you can put it on the screen now. We will read as we go on. I was able to take down some things.

The last thing she mentioned about the time limit brought one of the cases that was on social media to mind. Really, in terms of criminal law, time doesn't run against the state, that's the truth, and I'm sure that Professor Atsenuwa will educate us more on that. Time doesn't run against the state but at the same time, you would agree that prosecuting a matter in good time shortly after. (Okay; I can see hand), shortly after the incident will make for freshness of the

evidence, the experience is still very fresh in the mind of survivor and it also gives easier access to information at all times. On the other hand, the survivor could also be so traumatized if the prosecution is coming up immediately that we are now to look at the area you mentioned about psycho-social support. We need to stop the issue of this victim shaming because over and over again in the engagement, what I have heard is that it is not peculiar to Nigeria, all over the world, you have the instances of where someone feel somehow or the other that the survivor must have done something that would make the perpetrator access an opportunity to commit the offence, so we have a few hands up, Mr. Akom, I hope your signal is better now, can you please go on to take your question and after that we can take Paulson, Akom please.

Mr. Akom: OK basically not question, it just a contribution. Thank you. That's a very wonderful, exposé. In the process of trying to get modalities for gender-based harassment in tertiary institution of the lecturers involved some critical things need consideration. I have had some experiences where some lecturers beckon on a certain female student to see them. Seriously; I was just used as a distraction, his idea is to get the lady so when I got to the office, he just asked me how are you doing and kept the young lady there to go on with whatever he wanted to do, taking into consideration how these people operate and it's never the lady's fault. No matter what the lady wears, even if she has a hijab on, these men carry out their action as far as they have their intention. Taking into consideration, the *modus operandi*, asking student exactly what their lecturer do, so we can act from that part is very important. *Modus operandi* is what we really need to put into consideration, this is meant to harass female students and it is really appalling. Thank you.

Mrs. Olugasa: You shouldn't plead that the survivor have something to do with the offence, now Paulson can you take your intervention. Paulson Okezie. Hello Paulson

Mr. Paulson: Ok can you hear me please?

Mrs. Olugasa: I can hear you

Paulson: Can you hear me? Good morning everybody, my name is Paulson, from Women Advocate Research and Documentation Center. We are also working on a project that has to do with sexual harassment in tertiary institutions and I just may point out something to the ICPC on this project because several things have come up that are alarming that happen in schools. I want to say this or make intervention in the aspect of the lecturers. Over the period of our work

with higher institutions, we found out that it is a power issue in schools. We found out that some student; not like they don't have anybody to report to; but the people they have to report to don't have power to do anything so we found out that some students are closer to junior lecturers, so imagine reporting a Professor to a junior lecturer, the lecturer wouldn't be able to do anything because his promotion is dependent on the analysis and recommendation is based of senior lecturers and Professors in such institutions. So you find out that if such report comes in, this junior lecturer will either tell the student to take it easy to avoid going to the lecturer, to just relax and do what they can do but they don't truly take any action because the lecturer is also scared for his or her job. He or she does not want to lose his or her job because the perpetrator in question has power to sit on that lecturer's promotion.

So, if ICPC could, while looking at the student, should also when it comes to reporting and confidentiality, the lecturer that works closely with this student can be of help. Their hands are also tied because of the internal structure of this institution, so you see that people that perpetrate are usually in the place of power, they are in the Senate, they are the Profs, Drs. and senior lecturers so ICPC should also look and find a way if possible; where reports can be made independently of the senior or junior lecturers. Thank you very much. (We can't hear, you are muted).

Mrs. Olugasa: Can you hear me now?. Thank you Paulson. What you said is really valid because over and over again, the issue of having a proper reporting mechanism has been coming up but there has to be a level of confidentiality, there also has to be that security so that the survivor will feel safe enough to come forward. When the survivor has an interface with someone that is closer in terms of age or courses they are offering and that person just says that *'no, you are not the first person that this is happening to so manage yourself'*. I agree that information is going to discourage too many other people that maybe ready to come forward. (Modupe, I can see your hands up, can I have your intervention or question). Modupe please go ahead. Hello, ok; I think we are having some challenges with Modupe's connection there. Modupe can you hear us? Okay, in the absence of that, we are trying to look through if we have another intervention or question. Prof, you have something you want to say in response to Mrs. Williams presentation? It was a very lively one I must say.

Prof Atsenuwa: No, I have nothing to say for now I see some hands up I think what we need to do is begin to think completely about how and what next step you know, identifying various instances. Examples don't really help us but I think it is really important for us to have some

concrete recommendation along the line from you know; in the course of your work, what should be done, what can be done. Something that I find is that you know, when it comes to power relations, there is always that huge distrust you know also often when you get to be a teenager, once you are young, you don't even trust your parents, something tells you now that *this people don't want me to enjoy*, see don't trust the state you know. How do we cultivate confidence in the young people and that's why we need to work with other people who are not just working on sexual harassment, how do we embolden youths in Nigeria so that even when these issues exist, they usually take advantage of that chance? You know working those system because the challenge is that they just don't have confidence in your system that even when the system has other possibly workable opportunities; it's still doesn't deliberate so we need to take everything together, but I would like to hear, you know; a lot more about what and how it is that we can strengthen systems.

Mrs. Olugasa: Thank you very much Prof. the first issue which is about hearing the victim's voices, I think just brought out again into our faces, the enormous task that is ahead of us. So; I think I'm going to take the intervention in alphabetical order, we have first Eno then Hauwa, Imabong then after that we may need to close the session on intervention and I will also look at the chat room and we will end it so that we can get ready for the next presentation. Eno please go ahead.

Eno: Thank you very much Mrs. Olugasa. Thank you, Mrs. Buky, for the presentation which was very in-depth and insightful. Some of the things shared are some of the issues we grapple in Gender Mobile Initiative in our campus initiative project. I would need to respond to something someone had asked, one of the participants regarding system in places for reporting of cases and the challenges around cases being reported to a lecturer or the victim maybe close to someone who happens to be in a junior position to the individual who is the abuser. For us, part of the approach we adopted in our *Campus Initiative Project* is in terms of complaint reporting system. It was important we centered it around a top down approach, the reason being when you look at certain policies in people that give a guide, a kind of road map on how cases are to be handled, it is important we state what channels are supposed to be used, where are those reports to be domiciled?, how will they be transmitted to the Committee Council or the management team as the case maybe in each institution that will handle the case. This is very important because when you look at the cases that may come up. I absolutely agree with other participants, there are always a lot of issues.

Mrs. Olugasa: (From where, mine went off too). Hello Eno. I think we lost the connection, Eno can you hear us? Eno! Can anyone else hear me? In the interim while she tries to resolve the network challenge, can we please take Imabong please and after that we take Hauwa. Imabong please go ahead.

Imabong: Okay, thank you so much. I want to sincerely appreciate Buky Williams for her presentation. I'm not disappointed, sometime this year, I think we got together. We are also working on sexual harassment and gender-based violence but I won't tell stories, what I want to say is that each time you are harassed, it's all about victimization and it seems you have lost something and she mentioned in her presentation that you have lost your status, your image. So how do we deal with this trauma? I think we should do a kind of trauma wellness in every institution, we have to partner with experts who will work on trauma wellness and management to sincerely, comprehensively, holistically help those survivors to get functional because actually, trauma also dysfunction you. Speaking from mental wellness awareness bill because I'm one, I want to say it is good we all partner, we link up, we know what we do and we also refer victims. Sometime, some weeks ago, I was in one of the institutions and sincerely, I went with the eye of journalist and a researcher. When I looked through, I could see that actually these young persons are helpless because somehow in the institution, we have to sell something to get something or somehow you have to present something to get something. We really need to let those people who are harassed, shout out. Let them shout out and be protected completely. If the system needs to change, it is a systemic thing, if we keep on raising the flag that "*no violence, no violence*", whatsoever and everyone buys into it from department to faculties the whole university institution, I think it will go a long way. A lot of your young people are crying out loud. Thank you Buky for this and I believe mental health wellness is very important in every institution and every society. Thank you.

Mrs. Olugasa: Thank you very much Imabong. I absolutely agree with you. Mental wellness needs to be addressed and that is the advantage of having means like this where you can meet and rub minds, Eno you are back? I think you were rounding up, there is one statement you want to say because we have somebody waiting to make her intervention. One sentence, go ahead.

Eno: One sentence and that's just to close by saying if want to be sure we have systems in places that work and are accountable it is important that we bring in the institution to take ownership of the process. It has to be with survivor centered and more importantly it has to be

one that truly challenges the system to protect the rights of victims as well as victims by proxy in terms of security dispensation and Buky talked about that a lot. I think I will leave it at that Buky clearly said and I mentioned in a chat, looking at the list she shared and how they can help better policies for schools will be very important if we want to have a framework that can really work and be effective. Thank you, we will discuss further.

Mrs. Olugasa: That was one paragraph. Okay Hauwa; please go ahead, thank you. You are still muted Ma. Okay yes.

Hauwa: Thank you everyone. Thank you Mrs. Williams for a wonderful presentation. I; in particular learnt a lot from that and I'm really glad to be amongst the people here today. Now the issue of sexual harassment is a pathetic one, no doubt. Why the issue of sexual harassment is very prominent in our tertiary institutions, a major problem again that is worrisome to me is with students who are willing to give their sexuality perhaps they are not serious in school and at the same time playing the victim. I said that because we all went to school, you find out some people are not serious. For no reason; they are willing to give themselves out to know whether they can pass examinations and at the same time, whether they are successful or not at the same time; claiming to be victim of sexual harassment. It's something that just popped up on my mind and I said okay; let me bring it out here, what can we do in such a case?. Thank you.

Ms. Williams: Can I answer that?

Mrs. Olugasa: Yes, I was actually going to call you.

Ms. Williams: Thank you Mrs. Hauwa for bringing up the question because that's something I didn't mention in my talk. You know we have had conversation with Prof and lecturers as well around the idea of, you know, the whole concept of sex for grade and young people who are willing to start sexual relationship but I think it always boils down to who has the fiduciary power in the institution because a thing about it is that we are talking about adolescent development here. During adolescence is when young people take risks and the way they develop at that time and not understanding any consequence and even when they understand the consequences, they don't know what it means for the rest of their life but the adult in their lives do and they have power. So even if a student comes to your office and says I can give you this for that, the answer is always "no", because you are in the position of authority. Many of us are leaders in our organizations and for the past five years when I was in Nigeria I worked

with education, we got young people as advocates. As a teenager, there is always a line, there is always a boundary between me and the young people, if a young person comes to me and hit on me and things like that, I have a conversation with them about behavior, about consequences, about what is right, what is wrong, what is professional and what is acceptable.

Professors are not only there to teach science, they are also there to demonstrate civic behavior and they are consequences for that because if you read some of the sexual harassment policies in school, some of them actually have consequences for our young people who are making advances to Professors but they don't have consequences for the Professor who show that it is already controlled behavior, this is a monitored behavior. So, this thing is always said to happen, young people are going to try, they are young. It is not up to them. It is to behave appropriately and provide a right example for them so a justification for sexual harassment is never on young people who wants to offer sex for grades alone, it's the same thing as a Professor asking you should come and bring money to pass an examination when the Professor collects it. Are they supposed to collect it, NO! For me in this case, I think it is really important for us to look at the fact that we are dealing with young people and we do really need to know the kind of exercise and the kind of area they were raised and working environment created for them and even when they make mistakes, they need to learn from those mistakes and possibly make behavior change because adolescent is a neat opportunity because when they become adult, change becomes impossible. So, this is the time to provide that opportunity for them to be able to understand the reason, protect themselves and make sure they don't put themselves in situation of vulnerability. I really appreciate you raised up that question because it's really important in the context we are talking about. Thank you.

Second Session: Receiving and Processing SH Reports

Presenter: Miss Omowunmi Ogunrotimi; *ED and Founder, Gender Mobile Initiative*

Moderator: **Mrs. Olubunmi Olugasa**

Mrs. Olugasa: Thank you very much Ms. Williams. It's been a wonderful time with you. Unfortunately, the time is up. Our next presenter is ready to go ahead; we will keep in touch with you. I would appreciate if you have a few minutes, you can continue sharing the programme with us. It's lovely having you. Do enjoy the rest of your day. Some of us have learnt so much. I took a few minutes out of the next presentation but I know in the course of today's proceedings, we will make up the time so we can give Mrs. Williams a virtual standing ovation as we prepare for the next presentation, thank you. Now; our next presenter is a learned friend, thank you Imabong.

Our next presenter is a learned friend and she's the coordinator (hope I can use that term if am not mistaken) of *Gender Mobile Initiative*. Eno Ekpo has given us a little idea of what they have been doing and I know the next presenter is going to tell us a whole lot more. *Gender Mobile Initiative* was established mainly to complement programmes and policies of the federal government and other stakeholders. It aims to reduce and eventually eliminate sexual and gender-based violence in Nigeria. This vision was something that came up for our presenter as a result of the experience she had earlier on in the life of a third party, it triggered an interest and then that interest led to something positive that we all going benefit from today. In terms of reporting, they are going to tell us a little more about this, if we are talking about a safe avenue to report, I do know they have a digital App that has been developed to aid the issue of reporting safely. So; can we welcome our next speaker, Miss Omowunmi Ogunrotimi. Miss. Ogunrotimi, I saw you coming, are you there with us?

Miss Omowumi Ogunrotimi: Mrs. Olugasa, Good morning. Good morning everyone.

Mrs. Olugasa: Nice to see you.

Miss. Omowumi Ogunrotimi: I'm so excited to be here this morning and I really must thank the ICPC for creating this kind of confining platform for us to share and disseminate knowledge. I think it is very important given the transmission and character of sexual harassment. I think it is really important that we consider using this period so we can also check

up one another to see what we are doing. What is really good in the space we are working and what we can adopt at personal and organizational levels. So, I have been asked to talk about receiving and processing of sexual harassment report in tertiary institutions and I have a document to share please give me a moment to share, I'm sorry what has happened, Mrs.Olugasa, you have the document right?

Mrs. Olugasa: Miss. Ogunrotimi, I think the error is from your end please try again and if it doesn't go through, we will do it from here. Okay; so, are you still having the challenge? so we do it from here. Just a minute. Are you okay now?

Miss. Ogunrotimi: Yes, so I'm going to be talking about strengthening the receiving and processing of sexual harassment reports in tertiary institutions, it is basically to understand relevant legal framework on sexual harassment in institutions of higher learning that are functional to understand appropriate reporting and to share recommendation on using the campus pal model which is the model that we run as organization. I think the best point is to just to talk briefly about sexual harassment especially within an environment of learning. Buky has said a lot and we were able to draw a lot of learning because I think because session also exposed us some emergent issue around you know people come to break repressible culture of silence and to talk about their experiences.

School related sexual harassment is an unwanted sexual advance nature committed within or around an environment of learning and of course there is a great body of research to suggest or indicate that this pattern of violent is pervasive, it is power-dynamic, the power dynamics pattern of harassment has even further enabled sexual harassment to thrive in an environment of learning. A 2018 survey conducted by the World Bank Group's Women Business and Law indicated that 70% of female graduates from Nigeria Tertiary Institution had been sexually harassed in school. In 2019, Gender Mobile Initiative embarked on a project and we also needed to be sure that the intervention we wanted to give youths was going to be addressing the need in that space so we conducted a research basically to understand the various forms of sexual harassment and manifestation of sexual harassment and in terms of developing a reporting platforms in this, what kind of report institution of learning really need and from the research conducted, we realized that at least 50% of students knew or had someone who experienced sexual harassment inappropriate sexual and or emotional relationships. We had about 4500 respondents from several tertiary institutions spread across 6 geo political zones in Nigeria.

So I would love to also briefly discuss applicable laws in Nigeria though these Laws have territorial limitation. We have a few legal framework that explicitly categorized sexual harassment as a crime. Section 264(1) of the Criminal Law of Lagos State 2011 states that “any person who sexually harassed another is guilty of a felony and is liable to imprisonment for three years. However, the law is quiet about the procedure to follow to you know even establishing that this offence has been committed, how to report, this offence is also devoid of content. Section 262(2) of Kaduna state Penal Code Law states that” any person who sexually harassed another is guilty of an offence and shall be liable for imprisonment of a term not less than three years or with a fine of not less than one hundred thousand or both”. Section 19 of the ICPC act (2000) states “any public officer who uses his office or position to gratify or confer any corrupt or unfair advantage upon himself or any relation or associate of the public officer or any other public officer shall be guilty of an offence and shall on conviction be liable to imprisonment for 5 years with no option of fine. Since the last three years of our work, we have been faced with challenges, the only option of working with tertiary institutions is actually developing an anti-sexual harassment policy and they are a few institutions of learning that already have anti-sexual harassment policies.

Mrs. Olugasa: Hello Miss. Ogunrotimi, I think its network.

Miss. Ogunrotimi: Can you hear me.

Mrs. Olugasa: Yes, we can hear you now, go ahead.

Miss. Ogunrotimi: University of Lagos has an anti-sexual harassment policy so what we are talking about is that usually complaints are made either in writing or verbal manner to the Head of Unit/Department, Academic or Non-academic staff and upon receipt the complaints are processed in either formal or informal manner.

Mrs. Olugasa: Hello Miss. Ogunrotimi, if you can hear us, I think you should change your data connection to another one, that may help. Hello ladies and gentlemen, Miss. Ogunrotimi has confirmed she’s facing some challenges.

Miss. Ogunrotimi, are you back with us? Okay let us just be patient and give her a minute or two.

Miss. Ogunrotim: Apologies for that, can you hear me?

Mrs. Olugasa: Yes, we can.

Miss. Ogunrotimi: Sorry about that, it’s my network. I was talking about the procedure for receiving and processing of cases and based on the provision of University of Lagos, I stated that complaints are made either in writing or verbal manner to Head of Unit/Department,

Academic or Non-academic staff and upon receipt the complaints is processed either in a formal or informal manner. If it is an informal manner, consultation with academic or non-academic staff is done, direct consultation with the alleged perpetrator either in a written or verbal manner could be done and third-party intervention. If it is in formal manner, a written report is submitted to the Vice Chancellor. Vice Chancellor provides alleged harasser with a copy of complaint's copy or statement in order to advise him or her on the allegation then a process of fact finding or investigation by a university committee is constituted then the decision of a fact-finding Committee or designated representative of the University is submitted to the vice chancellor and both the complainant and the alleged harasser shall be informed of the decision. With this complaint procedure, you know there is no absolute time within which people should file reports and cases should be determined.

I have actually identified those gaps in that procedure. For example, it does not take into account the survivor-centered approach where there are several options open to people or victims of sexual harassment to report cases. Buky earlier mentioned the issue of dynamics and I think we cannot over-emphasize this. In environments of learning or work place where there is institutionalized power hierarchy, it is normal that even when people perhaps find themselves in such relationships, there is this third variable, power dynamics that takes away the capacity of people to give consent and still based on this, when people experienced this for the first time and not being able to come forward and report these cases, for survivors, it is really important that in terms of reporting system that should exist in such environment, they should be exposed to options that best work for them.

Also, the grievance mechanism lacks statutorily constituted committee to receive and process reports. Every policy should have statutorily constituted independent sexually harassment prevention committees that take complaints and also ensure that such provisions are implemented in an environment of learning and these committees are also supposed to be exposed to several learning platforms in terms of capacity building and strengthening because they cannot give what they do not have. You need to ensure that proceedings also comply with basic measures in terms of investigation, determining what cases and also in terms of compliance with rules of fair hearing.

Also, in this Committee, there is exclusion of students and student representatives in the process, we have also learnt from experience that such committees need to be inclusive spanning across gender, sex, different constituencies on campus and this also include student community, in the terms of processing and reporting of cases synergy. Now when you have the situation where there is no specific time allotted to the determination of cases, what this does is that there is no room for accountability. So, a lot of time for example, there have been questions about you know, balancing the issue of confidentiality with the issue of transparency and what we say is for you know policy provision of this nature is a timeline within which and cases that supposed to be determined. It is easier for an organization like CSOs even student community to hold the institution accountable and it belongs on the institution also to periodically inform the institution or the campus committee about measures that are in place about cases that are reported without publishing the names of the persons involved; basically being accountable to the community for the community to know that the institution has zero tolerance for all patterns of sexual harassment.

Also, there is a lack of measures to ensure the safety of complainants, every policy or redress mechanism should state in explicit terms what measures exist to guarantee the physical and academic situation of students that come forward to report and in terms of also reporting, research shows that bystander intervention plays a critical role and as an organization we run a call center infrastructure for people to report cases and within three years of starting the course later, 80% of reports made was made by bystanders, people who were looking from afar and had to pick their phones to report so this shows bystander play a critical role in reporting.

Now in terms of decision making mechanism, I also look at the policy they have an ambiguous center of design and I always say that you know institutions should not expect to get comprehensive understanding of the extent of sexual harassment on their campus from the number of sexual harassment cases reported by the target rather the institution should work to gain a better sense from the prevalence and impact of sexual harassment for improved regular anonymous, regular campus climate survey, I mean a lot of time; we just see reported cases we have is just like 2% of cases happening on campus but when people realize that when cases are reported and people are not held accountable, when people come forwards and they experience some negative reprisal, it sends a negative signal to another victim that it is not good to report a case in this environment and what also happens is that, institutional betrayal becomes deeply

entrenched. Sexual harassment is a systemic issue, it is systematic because it is deeply entrenched and also the processes are absent even to address it, which further you know, enables sexual harassment to thrive.

We also looked at the College of Nursing sexual harassment policy to fully understand the procedure for processing and receiving of cases in this instance. College of nursing provides that complaints are made in writing or verbal manner and submitted through channels such as Independent Sexual Harassment Committee, the campus pal, other formal or informal platforms through campus ambassadors and upon receipt, the complaint is forwarded to the proctor, the proctor transmits the complaints to the chairperson of Independent Sexual Harassment Prohibition Committee within 14 working days from the date the complaints is received, Independent Sexual Harassment Prohibition Committee takes a bold step to investigate, determine and reach a final written decision on the complaints within 45 working days, the Secretary of the Committee communicates the final decision to the Committee in writing and within 7 working days to involved parties, administrative heads implement the final decision or recommendation of the Committee, if an appeal or court action is not requested or undertaken within 21 days. With this kind of provision, everyone understands as a victim understand that filing a report you know the case is going to be determined within specific timeline and this would also help the Civil Society Organisations (CSOs) or other accountability partners to hold such institution accountable.

Within 2 years of launching Campus Initiative Project, we had a town hall meeting. We already had in mind that we want to develop technology-enabled platform to enable students report cases always. We also realize it is important for us to hear from the student community the kind of reporting system that they need so we had a town hall meeting and in the town hall meeting we had, we were able to glean from the experiences to design the kind of reporting system that preserve physical and academic security of students so with the campus pal app, people can report with the highest degree of confidentiality and also anonymous reporting of sexual harassment cases. There is a matching folder for perpetrator to be matched with victims want to know they are not alone so as a result, victims of sexual harassment want to know ‘*If I report a case, I can actually report this case and keep it in the escrow folder*’. When there is another student that wants to report the same perpetrator, it can match the cases together and have it submitted.

You would realize that in an environment of learning, most perpetrators of sexual harassment are repeat offenders so it is really common that you find that a particular harasser would have a lot of victims and most times most people don't come forward because they know this person is high up there, if you report nothing is going to happen rather you will be the one to be the target of victimization so you better keep quiet, with the matching folder, students or victims or potential victims know they are not alone. There is also a "track against" feature where students can actually provide support and respectful conversation platform and in that place; they can open up to one another, share experiences, access a range of support services. We also learnt from student communities that a lot of fresh men when they come to school, they are exposed to patterns of sexual harassment because they do not know basic information so we created an open forum where students can access a range of information when they are just coming on campus, this platform can also help generate data.

We realized that in an environment of learning, most times institutions also lack access to data especially disaggregated data to actually understand maybe levels of students that are more vulnerable, the category of students that are also more vulnerable. The platform also helps with effective case management and access learning center to help students to access student or even members of the community on campus to access a range of policies, we all know that a lot of time, the institutions sell institutional policies to students, policies that are supposed to be free even or everyone to pick off a shelf in the library for them to access so with the access learning center, students can have a range of access to policies and it also has a full feature. I think one of the things we took into account is in terms of organizational climate, we understand that sexual harassment should be addressed as a climate and culture issue and speaking about climate issue, you know it has to do with perception of organizational tolerance and how do you evaluate this, you evaluate based on tribe, in terms of the perceived risk to those who report sexually harassing behavior, are there sanctions against offenders and also the perception that any personally sexually harassing behavior will not be taken seriously so this climate will help us to gauge the climate of such environment so periodically institutions of learning can understand if the existing mechanisms are working and assess the need to focus more resources.

I have a number of recommendations here in terms of receiving and processing cases. It is important that in every technology that drives efficiency in reporting and processing of cases like we are doing. The foundation also has a whistle-blowing platform and this would go a long

way in driving efficiency in managing cases of sexual harassment, also campus communities should participate in the design of such procedure, I think one of my colleagues mentioned earlier about the top-down process and also in terms of developing policies, every institution of learning has its own peculiarities so it's important that we engage people who are directly affected by these structural inequities, the need to be part of the design, documentation and practices that shape their environment that way we can be assured of sustainability, also for consistent and efficient use of resources an independent sexual harassment committee should be constituted. You ' recall that in the analysis of University of Lagos sexual harassment policy the institution now actually requests to write, to request someone to constitute a committee and someone to embark on investigation. It is important we have a statutorily constituted committee if it is for a period of two years, we know the committee is going to work for the period of two years and the institution can strengthen the capacity of the members of that committee, they need to be exposed to periodic training.

The character of sexual harassment keeps evolving and this evolving nature brings about emergent issues, I recall for example, the BBC sex for grade video opened a lot of conversation along pedagogy and assessment and that's why the conversation around consent is really relevant now. We have had a town hall meeting where students talk about, the impact and consequence of not saying yes, you know consent should be actually given so in a situation I say yes because I am under pressure or I think I have just one year and I want to be done with school and graduate so that way I can't say I have given consent freely because consent must be given freely. It is better we build a capacity training for the committee members and they can also drive awareness and sensitization on campus and if we keep changing people to look into these cases it's not sustainable and also people might not have confidence in the system.

Institutions also need to invest heavily in bystander intervention. You see from the research we have done and from the interaction we have heard from student community, faculty and staff, we realize that bystander intervention is a critical component that we really need to invest in because everyone has the responsibility of ending sexual harassment. Every process should be time bound to enable accountability. I mentioned that already a grievance mechanism should expressly provide for anti-sexual harassment and should be disseminated. I recall when we were conducting a research, about 70% of the respondents said that they were not aware of the anti-sexual harassment policy in their institution and I also recall that there was a particular

institution that had the policy but most of the students weren't aware so what the essence of policy when student and staff were not aware that such policy exists. I think it also speaks to the organizational climate, institutions should balance the issue of confidentiality with issue of transparency. A lot of conversation has come up about balancing transparency with confidentiality. Every member of staff and student should know what the institution is doing so I think on the part of the institution it shows institutional courage over trying to protect the institution's reputation because at the end of the day, it also has economic return dimensions to it because in a situation where students have to withdraw from school because of the experience of sexual harassment, I don't expect such student to ever advise any of her family members to go to that school because the culture of the climate is tolerance, also institutions should balance confidentiality issue with transparency then means of providing access to support should be provided that is also important beyond that justice means different things to different people but it is also important when people experience it, they are able to access other forms of support.

Somebody talked about trauma wellness, that is really important and also alternative a less formal means of reporting should also be provided, there should be regular training of committee members, periodic climate survey should be conducted as an organization in the new year, We are also launching a character driving module that an environment of learning would access and they would really understand the issue and concept of power, privilege, consent intervention and we have institutions of learning institutionalize this in a way that it becomes a requirement for everyone coming into that environment and as a result, as a student you want to further your registration, you must have undertaken exercise from that module and you must have a certificate of completion that shows you understand what consent means, what power privilege and by stander intervention; your role as a member of that campus committee.

We have been to 50 higher institutions of learning and we have not seen any higher institution of learning that does not have up to 1000 students what this means is that there is no point in time that they would be an opportunity to convene every student or member of faculties to a particular place for you to share information. The best way is for us to leverage technology and also periodic climate survey should be conducted, we have that feature on your mobile app and also it's something that should be strongly encouraged for institutions of higher learning that periodically, institution needs to evaluate their mechanism, is it working, what can we do to make it better and also there should be opportunity for location mapping, we do that with an

organization if we are meeting with student in an anonymous way for them to just talk perhaps if they have experienced sexual harassment, at what level did they experience sexual harassment and when did it happen so that weight to be given in terms of putting infrastructure in place, we know what we are advocating to schools.

We recall that during one of the interactions we had on campus, some student had mentioned that some lecturers will ask them to come to their office after close of work and a lot of time when they go into the places, the doors are shut and even in terms of pedagogy assessment too, what kind of infrastructure can we give to institutions of higher learning so that the power people hold is not absolute. Also, if there is conference marking or if there is way technology can be leveraged so that you are able to take or neutralize the power that these Professors wield and that where we need to think of critical stakeholders like TETFund providing support to higher learning institutions and on a final note, I want to say that there is no one that cannot be a victim of sexual harassment.

I recall when I was watching the movie "citation", the movie featured the local institution victim, I recall that Moremi was shouldered above her contemporaries but her vulnerability is a reminder that no one is exempt, it is important to state that we all have a responsibility to prevent and a responsibility to report sexual harassment and like a Buky said we really need to focus attention on prevention but there is a reciprocal relationship between prevention and response, people in environment of learning need to see that their institution has zero tolerance for sexual harassment and how will that happen? They need to take complaints seriously, they need to sanction perpetrators and that is where the issue of grievance mechanism comes in and they also need to ensure that there is protection against any form of reprisal against people who come forward to make such complaint because at the end of the day when there is no confidentiality, it will discourage people. The public spectacle at Moremi's trial again reinforces the need for policies that ensure an extension of physical and academic security against sexual harassment on campuses, that way it will embolden more students to share their experiences so I would stop here because people have questions. Thank you for listening.

Mrs. Olugasa: Thank you Miss.Ogunrotimi. I know you had much that you wanted to unbundle, unfortunately we have to do this. Just like policy have to entrench timelines, the CSOs engagement has timelines for us to follow. What was just going on my mind when you

spoke was this issue of balancing transparency with confidentiality, it is something that is proboking, particularly on inbestigators and prosecutors. Let's take the interbentions because we don't habe time, we ate into Miss Ogunrotimi time.

We habe about two minutes so that we can take two interbentions, kuestions from anybody. I'm sure many of us are just hearing about campus pal from my own side I don't know about the CSOs but I'm sure many of our officers here were not familiar with it. Can you indicate if you habe any interbention, kuestion and as you are doing so, I just want to tell you we are going to take a group picture unfortunately we could not take with the Hon. Chairman but I think we habe at least 2 or 3 of our facilitators with us now so we should put on our screen immediately after the kuestion. I habe a kuestion from Uwah and then Abdulganiyu. Uwah please go ahead.

Questions and Interventions

Uwah: Thank you so much Miss Ogunrotimi for this your presentation on strengthening, processing and receibing of sedual harassment reports in tertiary institutions. Thank you so much, I kuickly want to make some input. At the Women Adbocate Research and Documentation Centre (WARDC), we work a lot with person's libing with disability, I want to also add that there is need that this structure you mentioned are accessible and you should take into account the person libing with disabilities because sometimes they usually suffer more than those that don't habe these challenges. They are usually at the receibing end, sometimes they cannot come out and speak because they habe challenges, they beliebe they are at a disadbantage because the society is already against them because of the discrimination so what I'm saying is that taking them into account is also important and it a step to be taken in the strengthening, processing and receibing of sedual harassment reports in higher institution and secondly there is also need to communicate procedure as you mentioned that because this institution does not habe the capacity to bring their students together and educate them on information that are necessary to communicate procedure most times on matriculation, when students are coming into the tertiary institution, some of them don't know whether a tertiary institution has report mechanism so publication procedure is also a way to ensure that this system is accountable and transparent. Thank you.

Mrs. Olugasa: thank you so much particularly the interbention in the area of people with disabilities, that is so important. Thank you. Abdulganiyu go head.

Abdulganiyu: Ok thank you much ma, I just want to commend the presenter for that robust presentation which is the true reflection of what we see in the cause of interbention that our member organizations are inbolbed in. Let me say NACTAL is a coalition of 188 member organizations and it's still counting. Our member from other states across Nigeria habe similar interbentions in partnership with Nigeria skilled project that is strengthening civic adbocacy and local engagement which is a USA funded interbention. I will encourage you to widen the scope of our partnership and collaboration so that together we can reach out to this people who need us so much. Thank you so much for this opportunity.

Mrs. Olugasa: thank your Mr.Ganiyu. That was bery much to the point. Lastly before we stop, let us take Modupe, she's habing network challenges, it's nice to habe you here.

Modupe: I habe a lot to say, thank you bery much for the two presentations. What I kuickly want to add is that the narration should not just stay. Our campaign should go right inside the society or community that's where the Cibil Society comes in, this is what we habe been doing. Hopefully we will be able to work with ICPC hand in hand to be able to fight this war to an end. Thank you so much.

Mrs.Olugasa: Thank you Modupe again you are also straight to the point. I mentioned we were going to take a group picture, ok Prof wants to talk, I obserbe during the presentations, they were a lot of reference to the Professors. Professors being the perpetrator, Prof I hope that is not why you want to comment?

Prof Atsenuwa: NO. we are all working to make the world a better place so it's not about that. I'm learning lessons and I want to say that I commend the work Gender Mobile is doing but I just want to also remind us that we should also come up with what can work for the secondary schools that this projection is not all about higher institution, we also habe this problem at a lower lebel. I just want to urge those of us working already in that area to share edperience from that area and for us to reflect as well. Thank you.

Mrs. Olugasa: Thank you so much Prof, you are bery right, a lot of time we focus on tertiary institutions and that was an omission on my own part too, right now we are getting ready for our group picture, can we all put on our bideos kuickly because we are going take a break before

the last session for today. If you want to apply powder, you want to spray perfume so that the perfume can come out on the picture, per adventure you are a lady, you removed your hair and you want to put it back on, you want to adjust your tie. (Mr. Abdulganiyu and Mrs. Modupe lower your hand, your hands are still up unless you have another question to ask). We are going to take a group picture; I'm trying to see if the screens are on for now. Ok Hauwa I can see you looking very ready for the picture. Yes, if we don't see your video, we presume you are not here, Mrs. Dasilber nice to see you ma. Thank you ma, Mr. Mide, Dr. Bala, Mr Kayode sir just for a minute and we go for a short break. Mr. Femi I can see you are ready, Mr. Umoh, we are going to take the first one now, can we all smile and say ICPC together one two "ICPC" and now we are going to take the second one and we are going to say ford foundation for the second one, we are going to take it now take it now one two go "ford foundation". Thank you all, you all have been wonderful, ordinarily we were supposed to have 10-minute bathroom break but we are limiting it to 5 minutes. The time right now is 11:51 and we are expected to reconvene at exactly 11:56 as the third speaker is on standby and she's operating on a different time zone so let's try and be considerate and make it back on time. Thank you so much.

Hello participants, we are back.

Hello dear participants, it is nice to have you back again. I hope we all got up to stretch our legs because those in the field our next presenter often tells us it is not good to sit for long period of time. I can see 28 people back and some are not yet but nevertheless, we will stick to time. Our next topic is "*Responding to Survivor Needs*" and it is going to be taken by Dr. Dasilba-Ibru like I said earlier she's operating in a different time zone, so it is really a sacrifice for her to join us today. Now Dr. Dasilba-Ibru works with an organization called *Women at Risk Foundation*. I'm sure many of us have heard of it. It's an international foundation (am sorry), it's one of the top-most anti sexual harassment and non-profit organization that raises awareness on gender violence and it also supports survivors in the aspect of intervention and counselling. She uses her background as a Medical Practitioner to support this project and I'm sure we find out in the course of her presentation indeed her main profession so to speak ;comes in a lot to help, we have been talking mental health and of course, we have instances where we need major medical direct intervention so I'm sure she is going help us to know a bit more about this. I can see her looking very ready for us, sorry for upturning your normal time. Dr. Dasilba, it is nice to see you Ma. The floor is yours, Ma.

Third Session: Responding to Survivors' Needs

Presenter: Dr. Kemi Dasilva-Ibru; Gender-based Advocate, Gynecologist & Public Health Specialist

Moderator: Mrs. Olubunmi Olugasa

Dr. Dasilva-Ibru: Good morning everyone. I think before I start, I know my role here today was to discuss the survivor's need and this is an area that is critical when we talk about sexual harassment against everyone in this particular conversation, I know the focus is students but we all know that sexual harassment affects each and every one of us.

Before I go into my presentation however, I want to join from the tail end of quote of the last presenter and the focus is students with regard that was made with intervention for students. I believe Prof also made a critical observation when she highlighted the programmes for secondary schools. We have to remember that when we talk about sexual violence, the most formative years are adolescent years between ages of 12- 18. This is when our mindset is formed and also when we are open to learning so what we do as an organization is address the issue through health. We also focus on education and community service and we implement programmes in secondary schools for boys and girls and we were able to track evaluation.

I must say in implementing secondary school programmes, we have been able to measure changes in behavior of the boys of age of 12-18. Previously, I will say I would walk away if I see a girl being attacked when we started. But we now have the mindset of protector not perpetrator and also girls are empowered with information so I totally agree that for secondary and primary schools, if we are to go further, it is important we discuss initiatives. The last point I'm going to make about the initiatives as regards students is that we provide the first ever online class work on sexual harassment on campus. We have been able to do this in 180 Universities and still counting. It is an online programme that is open to all. So far, 70,000 students are participating and again we have been able monitor and track so I urge everyone on the call to encourage your student and everyone who is interested in learning more to join this online classroom. Next one is in January 2022 and with that said, I should start with 'responding to survivor's needs'.

My focus today is going to be that students that is enduring the act of violence in her school because one first thing we have to recognize is that gender violence is nonspecific, it can happen

to a boy and it can also happen to a girl. We focus more on girls unapologetically in Nigeria, today for everyone in focus who before the age of 18 had sexual encounters. We have one in eight girls. It really does not mean girls are more important than boys but what it really shows that being larger group affected, the focus of attention usually lies with that group. When we discuss about gender-based violence..., we are all familiar with our patriarchy and, I'm sure previous speakers had probably shared this; we are all familiar with the fact that women are subjugated in our country whether the survivor claim, they are forced into it, we have cultural practices that support this and these practices are practices that are hard to break because they are deeply engaged in the community that many of us live in, we are all familiar with the stigma that comes from speaking against this act, so women are forced into silence and this creates an ideal situation for the perpetrators to continue.

We talk about infrastructure' health and the challenges we have there we mentioned law enforcement I'm sure there are challenges we have with regards to reporting and sometimes the problem that law enforcement has in the implementation of the law and finally I know that they are section in law and how it affects genders based violence so I will mention the fact that we do have the law but they need to be implemented across all states.

When a woman comes into a section with our center or in any clinic setting, it is important they should be able to provide her a complete and holistic service ensuring that all her needs are addressed. I am going to use the proto type of the referral center which is the center that is located in Yaba and we offer free service to all survivor, if a young lady like Kemi comes in, the first thing we look with regards to her is what happened to her and that's when medical examination and history come into play, we have full time staff of 11, 3 whom are trained forensic experts and medical physicians so we take a history trying to know what happened, we examine her at this point in time, we start to document any of the finding if we are fortunate to see a woman of 72 hour window then we have to carry out forensic examination on her, this is critical because you can collect specimen that are relevant to the crime, we now have a DNA lab in Ikeja, we partner with the lab and then we can hand the case over after actual examination and if the chain of custody is maintained and alleged perpetrator is apprehended will now use it in a court of Law. When we examine her lab test, it is good to check for sexual transmitted to diseases, HIV, HBB and of course pregnancy test because many of these acts go unprotected, following this act, we administer certain drugs. Again, if you are fortunate enough to see her within the 72-hour window, you can offer her emergency contraception against pregnancy, you

can offer her anti biotics if she has infection and you can certainly help her with post HIB drug, and if given in timely fashion, reduce the risk of her contracting HIB.

Following the medical aspect and the forensic, counselling is also an important aspect of offering service to this young lady. It is important to remember that each individual is different and each person's case should be treated or addressed by trained counsellors of whom we have a full unit at the center, the counselling can vary from one on one services which means she sits alone with the counsellor and disclose and share and disclose, we also have group counselling session where we open up to everyone and when needed group counsel to visit once a month. We have phone counselling and we have 20 confidential help lines. Survivors that are probably not ready yet to walk into the facility have the option of calling anonymously to begin the therapy and finally we have the virtual counseling session. With COBID-19 pandemic, we had realized we had to improve and we have to rely on online virtual platform so we offer that service. When you think about it this is essentially the service you are supposed to offer because supposing an incident occurs she comes in and this services are given to her, then we also recognize that we are not living in a country that give social welfare. We don't have the luxury of going home and calling shelter or calling legal aid so we have to incorporate this into the services that we offer at WARD center. Women do not stay in homes of abuse, girls do not repeatedly go back to the situation if they have options available to them, you spend a lot of time talking about the reporting hierarchy and frame work that should be put in place in universities and as I said to you earlier, we do have strong relationship with tertiary institution and we play a role in ensuring that this infrastructure is in place.

However, having said that, this has to do with girls and when they do, what did she do, she needs a lawyer, who does she talk to and this is where we start offer the services, we looked at the shelter situation, perhaps she has no choice and she's staying in that accommodation because she has nowhere else to go. Maybe she left school, maybe she dropped out then what, she needs a vocational skill, this aspect is important if you will assist her in her well-being. I mentioned our 24 confidential help line. This is a very important number given; that free number it is mine. It is manned by confidential counsel and qualify in not just therapy but qualify as social workers so I urge everyone to take note of this number to share it freely and to use it even when needed.

When we talk about the need of the survivor, we have to consider as I said a holistic approach, it is not enough to see her that day at the rape crises center and referral center back home so

what we have done is we have created partnerships and collaboration we can lean on to continue the journey of healing the woman or the man. We have a relationship with Nigerian Institute of Medical Research (NIMR) so when a survivor is found to be HIV positive, we follow to have assist in that establishment. We have a relationship with LASUTH and private facilities in Harbey road for further medical treatment and in-patient care for those that need it. We have pregnant rape survivors and they don't have anywhere to go so we have partner with gynecologists so that they can offer her the care that she needs. Some of the counselling sessions may reveal suicide intention in the cases when women, girls are in a position that cannot continue and we recognize she may benefit from a follow through in-patient care, we talk about shelters, girl are stuck in situations especially in institutions where they can't go home so where do they go? This is where we offer them shelters and we follow through different shelters Organisations like Genesis house. Vocational skills are offered to girls that dropped out of school, many of us are not fortunate enough to finish, many of us unfortunately because of this act of violence, take a turn in the road and there is no other available option to them.

We partner with law enforcements we are official member of domestic and sexual violence response team in Lagos State and then it is important for us to recognize beyond making sure that medically, she's taken care of, she should seek justice even for when she chooses so when we were able to leverage our relationship with the different law enforcement agencies to assist her with this, the last but not the least is partnership with other civil society, the problem of gender-based violence in Nigeria affects one in four girls and one in boys with 200million people, half of us are woman and we are young, 64% of us are under the age of 24 so this is not the problem of one organization,. The only way we can tackle this issue successfully is with partnership and collaboration and there is a special group we have to always recognize, we have to recognize the disabled, I am happy we discussed that earlier. As an organization and a setup, we have a special ramp to enable the disabled and the handicap to visit the center, we have signing experts for those that are out of hearing that may visit the center and need assistance. When we see children, because the youngest. I personally as a gynecologist have taken into the operating room is under the age of 2 and at the center over the average of 70% of the young girls and women, we see are under the age of 18. In Lagos State there is a mandate to report and there is a child protection network. These are also the aspects that we adhere to and is important, it is recognized because it also adds to the safety of the young girls. At the center, many of our physicians are specially trained as well, as witnesses can be called upon any time in cases that have gone through the judicial system to go back to the law court and to stand as

witnesses against this terrific effect crime. This brings me to this particular aspect of the presentation which is the most formal aspect and at this point, I will encourage questions so that we can start them, more interesting aspect which is the interacting aspect. Thank you very much for listening.

Mrs. Olugasa: Thank you so much Dr. Ibru, it was short and sweet, I was bit sad when you said you are rounding off because I was enjoying myself thoroughly especially the last thing you said when you were talking about persons living with disability, I remember a file I read once it was so sad, there was a survivor of sexual assault and the painful part is because she had speech disability when the perpetrator was raping her she couldn't scream so I'm trying to visualize the kind of trauma the young lady went through, someone was raping you and you don't have the means to scream, to me that was just the height of helplessness. So sadly heartless, a young lady, fortunately we were able to get an expert who could narrate everything so that the case could go to court. It was really so sad so I understand the angle you are coming from. Now participants make ask, why are we going this way, the fact is perpetrators may move from the aspect of just harassing the person to actually assaulting the person so we need to look at the whole picture, counselling where it graduates to the physical aspect and that is why Dr. Ibru is here today and there are so many things going on in my mind right now. Other participants, if you have any question, ok I can see one question and hands up already, Imabong, Sanusi please go ahead and ask your question.

Questions and Intervention

Mrs. Sanusi: I want to actually appreciate Dr. Dasilba Ibru for this insightful presentation. In the network against child trafficking abuse and labour (NACTAL), my organization Woman Trafficking and Child Labour Foundation (WOTCLF) is one of those sheltering, I want to say shelter is one of the important holistic support that further protects them from trauma. One of the cases we have in 2021 after the post covid-19 pandemic was from human right commission and we have discovered 24hour sheltering meant a lot to that survivor, another thing is that vulnerable group inclusiveness is very key. I facilitated a program once where I said "*okay everyone should move to this side*", I never knew there was someone who was deaf she sat there looking at me so angry until the sign interpreter came that we had to work with vulnerable community, they have taught us a lot, they have shown us a lot of things happening to them, we have worked with the deaf, the blind, the physically challenged, this is a very important

group we need to work with especially after the pandemic, it is very key no matter how little the intervention, it has gone a long way so thank you so much for this presentation.

Dr. Dasilva: Very welcome, Mrs. Sanusi, you raised a very important point about the pandemic, a lot of times we talked about the issue of gender-based violence. Sexual harassment is one of them, we have to highlight the pandemic has had a risky impact on this and we recognize the number. We said something like two hundred and fifty million women have had the experience and we said one in three women globally in her lifetime, all of the numbers were before the pandemic, Covid became a shadow pandemic, what we saw was women trapped at home with their abuser, schools closed, Universities closed, girls and boys were forced to go home, 90% of the time, homes are places of safety and reportedly the place of abuse and they had no recourse because they have to stay in this abusive homes. At center, I could recall that in June 2020, we had an increase of 60% in call rate from young girls being trapped at home by their abusers so it important to record the impact that Covid is having and it is important to recognize any of these essential services is one of which you mentioned Mrs. Sanusi, we need ramps because the numbers are increasing and that's the reason why.

Mrs. Olugasa: Thank you Dr. Ibru, we have another hand from Mr. Umoh Mfon, you can go on with your intervention.

Mr. Umoh: My own is commendation and little question, I did not expect the lectures to end the way it ended, I really appreciate it. The deduction from that little presentation is that a lot of work need to be done, how many women are aware of this post-traumatic process especially the toll-free number so it therefore means immediately after this lecture we need to help the organization to broadcast this number.

Mrs. Olugasa: Hello Mr. Umoh?

Dr. Dasilva: When we go into educational programs that I mentioned before we have 10-11 years old coming to meet me that doctor please I haven't been used, what is wrong with me because everybody around her has a story to tell, I had another young child that will say to me 'my father uses back pot to appreciate me, this is wrong, the same things with boys, if a boy is in an abusive environment and he sees everyone round him hurting and treating girls in a certain way and this cuts across fathers, uncles, churches, mosques, schools, lecturers and then course

he is growing up with that mindset and that is why I spoke about the educational program we started to implement, leberaging on what Prof said, I will tell you from a little surbey carried out, we sent out 1200 anonymous serbices to young boys between the ages of 12-16 asking them how many of you will stop if you see they are abusing a girl, one in fibe said they would walk away, that is their mindset and if you ask why they will find typical reasons we habe all heard, maybe what she is wearing and so she encouraged it or I wasn't part of the plan, I didn't know that was what they were going to do. That is the mindset of young person out there. If we don't begin to change that mindset, the young boy is going to become a potential perpetrator, so yes awareness is key so it is important to empower ebeyone.

Mrs. Olugasa: I can see Uwah's hand up now, you can go on with your interbention.

Mrs. Uwah: Thank you Dr.Dasilba for the presentation, while you were going on with the presentation, one thing that come to my mind is there is need, there is actually need for us to work together, knowledge from the student and knowledge from each organization, each organization has more meaningful impact. Now about the issue of sedual productibe health right, teenagers do not understand their seduality enough, sometimes they do not eben know they are abused and because of silence, a lot of cases habe been unreported. Sometimes some people do not eben know that cat calling is a form of sedual abuse and these are people that are already in the higher institution; that is to tell you that if all the girls in higher institutions do not know that they are abused when they get abused sometimes young girls/ teenagers are eben more at risk and then someone mentioned the pandemic, Yes Cobid, during Cobid there was a spike in number of women that became abused, I think like what you said, it is also important that we all continue to work together. Now primary health care probiders I think they are stakeholders too in this because sometimes when girl a get abused or raped, they do not know how to seek for help and sometimes, there are not enough ebidence to seek for justice so I think that health care probiders should be included.

Dr. Dasilva: Thank you for that, you are absolutely right. If I were to put on my profession, I'm a professional gynecologist, that is my day job, it is something that I do in addition, there is something that we recognize, it is important to understand the serbices of those in health care position as just workers. At the center, among the things we do, we offer forensic edamination training for that bery reason because not ebeybody is bisiting a second or third referral center

and by the way across the country, we only have 17 so it's not that it is readily available. However, in Lagos alone. So, you are right in being able to utilize the existing facilities, I believe that one of the aspects we can start to see in the number of cases and also in the rural area, we spend a lot of time having conversation about cities. Rural communities don't have the luxury and access to health care infrastructure. We go into these communities and we recognize they didn't have all the training I got but trust and believe that their community women will go to her before they come to me so yes I can lift my hat on a s a medical doctor and a long list of problems I may have with Iya Tope but I cannot ignore the role of believe she serve; I cannot ignore the trust that's been built in the community, she's the custodian of many secrets and so when we go into these communities we have to work with her not sideline her so as an organization, we have trained almost over 2000 traditional births attendants as a first responder to cases and so now they can identify the cases and this is where I will agree with you that partnerships relevant not just with other CSOs but also with individuals stakeholders that are important members of the communities that we serve.

Mrs. Uwah: Thank you Ma and lastly I want to add the importance of movement building, yes we do that a lot we walk with women and like you mentioned, it is important you disseminate this information to those that really need it, you know girls in rural areas, girls in urban areas and all of that so thank you very much Ma.

Mrs. Olugasa: Thank you Uwah for that wonderful contribution. That is why we are having this conversation with officers from education and public enlightenment of the ICPC because they reach out or they are the ones that interface more with those at the grass root. They go out to spread information. Time and time again, in the course of this meeting, we have identified that people first of all need to know what amounts to harassment, if I do not know I am being harassed I can't report it in the first case and if I don't realize the danger of not reporting harassment, I won't understand that the harassment can graduate into a physical assault and at that point I'm so traumatized.

Dr. Dasilva: You are absolutely right. that's apparently what happens. Many at times when we talk about sexual harassment, we don't even recognize exactly what that mean because many aspects of sexual harassment have not been part and parcel you know, characteristic of our relationships. Men make jokes, women make jokes, colorful joke are uncomfortable but we

laugh, somebody mentioned cat calling, people admiring you and actually making comments about the way you look, that is sexual harassment verbal sexual harassment, it doesn't have to be physical, I don't have to touch you to harass you.

Another aspect that people never mentioned there is such a thing as digital sexual harassment, sending me pictures is harassment, sending me message is harassment especially when you remember that for it to be harassment, there has to be no consent, I cannot consent to something if I'm under the age of 18, if you go back to the target group we speak of which is the young University students, we started university at an age where at a point in time we were younger girls emotionally, psychologically were forming ourselves into becoming young men and women and so we were not at a point perhaps to recognize whether or not is consensual or not. Many of our young people, they grow and feel they have grown but they have a lot more to learn and so when we said consent has to be freely given and we said consent has to be enthusiastic, we also have to remember that it is informed, you have to tell me what I'm consenting to and I have to agree to it. Like it or not no matter how grown our young folk think, under the age of 18 you cannot give your consent and that aspect a lot of time is a grey area especially when we talk about young grown person as far as I am concerned.

Another point I want to make as regard to sexual harassment if you were in a scenario of a University setting a lot of time trading one thing for the other. We spend a lot of time discussing about sex for grades that's an aspect we have heard of and are familiar with. It happens in any environment where there is power dynamic where you have somebody that is more powerful and has more authority over you and can take advantage of that. Unfortunately, in breaking that power dynamic, you need somebody to speak out against it and if you don't have an enabling environment if you don't put processes in place, as the lady before me, from gender mobile spoke, if you don't put structural processes in place to protect her or him, they will not come forward.

It is not enough to just have a handbook because if she comes forward then what if there is reprisal, she's going back into that University setting, she has to go back into that class room so what have you put in place is not enough for her to come forward and speak, you have to follow through it, it is your responsibility to be accountable and ensure that when she does speak out that the chain of events goes through the necessary channel and that due process

measures are actually adhered to otherwise we are constantly going to be going round circle to create this framework and encouraging our young to speak out but more unfortunately not protecting them as and when they do.

Mrs. Olugasa: ICPC has the mandate to investigate any form of abuse of power but when you are talking about addressing sexual harassment when there is that power dynamics and you are using your authority as a senior colleague or as my lecture; to elicit favor of sexual nature from me, then it is corruption. It is an abuse of power. Thank you very much as I said, your paper was too short but I can say we have benefitted one thing or the other. It's been an engaging time and then at this point in time, I am so happy to hand over to our consultant Professor Ayo Atsenuwa currently DBC special duties university of Lagos. Dr. Ibru has been wonderful, she probably wants to stay at least to spend this session with us. We still hope to have more time with you in the nearest future. Thank you, I think we omitted to do virtual standing obation for Miss. Ogunrotimi. Can we have a round of applause one for Miss. Ogunrotimi and the second for Dr. Dasilba-Ibru. Participants please let's have virtual standing obation. Thank you so much, I can see Prof already doing that. Prof you have the floor Ma.

Prof Atsenuwa: Thank you very much, I think you have done much, thank you to all our presenters. Hello Dr. Dasilba good to catch up with you this morning and thank you for honoring this invitation. I did a quick role what it would look like eh Miss. Ogunrotimi is gone off, if I'm I correct and I just want to say thank you very much to everybody. This has been very wonderful presentation; this has been extremely worthwhile.

The only thing is that it challenges us to act, more action and the question now is what next, what are the next steps? I want to thank the presenters because each of them has not just identified the next step and we would be working together to tease out the actionable ones and identify who is going to be doing what, what next? After the excellent presentations the issue is how do we go forward? I know someone had mentioned that having this platform had provided us an opportunity for interaction, I don't think any of us expected to learn so much. It means if we have this kind of forum repeated you know it can be beneficial so we have that; I know also that it has been flagged on the issue on engaging with other policy makers, influential you know particularly in the context of higher education maybe like NUC, the body that is responsible for College of Educations, body responsible for Polytechnics because there is so

much work to do. I think I'm counting we have over 200 universities in Nigeria, if not more. He probably have the same number of polytechnics and who knows about the same numbers of colleges of education, we also have other vocational institutions so these is so much work to do, we are doing well but we need to think about how do we do scale up. We have talked about the universities but what is happening in the colleges of Agriculture, marine. Who is reaching them? This is a lot of work to do. One of the things that came up is that I think the last comment from Uwah and developed by Dr. Ibru is that we need to scale up the involvement of other actors who are not necessarily involved in sexual harassment but doing some other work so that somehow, if this issue comes to them, they know how to deal and identify the interception so essentially what I want to say is floor is open for about 10 minute I think Bunmi, 5/10/ how many minute.

Mrs. Olugasa: We have 8 minutes' Ma.

Prof Atsenuwa: So, 8 minutes for us. So, what next step do we see we must do that hasn't been mentioned and I just opened the floor. What are the must dos? So, I open the floor to entertain the questions to just add. Where is everyone?

Dr. Dasilva: Let me start by saying thank you again Prof. I talked on this at the beginning of my presentation and I stated the focus of the presentation was on the need of the survivor which infers that this are action that are readily perpetrated upon him but I think it's important we intend to take that step back in prevention. I think if prevention is stepped up we can start changing the narrative of the young that are affected and I think a part of prevention in my opinion is education, you have to empower with education. I spoke of our program not because it is the savior of all but as an example, I mentioned the online classroom that we implement and I said this is the classroom that we have implemented across the whole of Nigeria with leverage on technology and therefore we were able to reach a wider audience by going online which had never been done in a university setting, another thing that we did was we started implementing anonymous reporting online giving a safe space, People will not speak up, young people, old people; there is culture of silence not to speak out if they do not feel safe so giving them these safe spaces whether it is a cyber or digital platform, anonymous reporting or physical center as I said I use this example but I know there are some organizations across the world that offer the same, we have to educate, education with comes power and once you are aware of

what has been done, you know what you do to prevent it; to make tangible differences in any target audience including the university student. Thank you.

I'm just thinking Mrs. Olugasa, ICPC have a Task Committee in every tertiary institution, ICPC also has clubs in secondary schools, can ICPC also provide information about some of these initiatives through the reporting App? We have the sid cases that are available and the training course we widely had, having ICPC task committees in universities positions ICPC to be able pass a lot of information while some other things going on about formulating a policy is another thing, so I think ICPC really needs or must work together and strategize on how ICPC becomes a major institution in our partners that can help to communicate what is already available and get people to begin optimize this one as well as we are working on other things.

Dr. Dasilva: Absolutely, I'm waiting to hear from you Mrs. Olugasa, we are partners now. Can we also have response team in the university so that we can then put them together and let see how that will go. Thank you.

Mrs. Olugasa: First of all, I must say thank you so much by default making us your partner and that wasn't an offer but a directive to speak, we do have a member of education department here, I can see two hands up, I am going to give the floor to them but before I do that I would also need to say something about partnership in getting this. We have started this partnership with gender mobile already, NACTAL, we have some members here and we also had interaction with one or two CSOs because we all realize from this interaction we have had, we cannot do it on our own, we can't so we need to share information, we need to share facilities, share access some of the access CSOs need to get if what we have by virtue of our structure here, I think I want somebody in Education Department, I don't think I have, ok Mr. Umoh go on and respond to this then after that we take questions, Prof I think you can attend to two questions after Mr. Umoh response and we wrap up. I'm I right Sir?

Mr. Umoh: As Doctor Kemi said, we have anti-corruption vanguards in tertiary institutions and student anti-corruption clubs in secondary schools, there is going to be a paradigm shape after this presentation for some time now, we have been taking them on paper so as from now henceforth, we are going to do more, I was discussing with my senior colleague here that there is even a need to have us bring this document together so that we have a paper on sexual harassment so that when we go to the schools, we will be presenting sexual harassment to them even those at university level and secondary school level, we need to have a lot.

Mrs. Olugasa: Just one hand. Mr. Akibu, you can lower your hand.

Mr. Akibu: Yes Ma. I can remember during the meeting of gender mobile, we brought out the issue of Anti-Corruption and Transparency Units in tertiary institutions that can be of help to what the gender mobile is doing to bring up a sexual harassment policy, even now I think that ACTUs in tertiary institutions can be of help in seeing they have as a policy been installed in tertiary institutions in the country.

Mrs. Olugasa: Mr. Akibu, wait a minute, this your explanation you are jumping one point, you are assuming that everybody in this meeting knows what ACTUs is all about, so can you summarize. Thank you.

Mr. Akibu: ACTUs is Anti-Corruption and Transparency Units, it's just like a mini ICPC in all the institutions of government, they monitor all the anti-corruption activities in the institution and they report to the management of ICPC and management of the organization so they will be of tremendous help to whatever we are going to do with.

Mrs. Olugasa: Okay Prof, can I go ahead with other question, Bathsheba then Imabong.

Bathsheba: My intervention is going to be on the anti-corruptionanguard and need for advocacy for preventive measures and educating young people specially students on what characterizes sexual harassment, I will like to first of all let me say my organization has partnered with ICPC over the years on a number of our anti-corruption projects and we have really engaged with anti-corruption vanguards to conduct and sensitizing outreaches to tertiary institutions not just universities I know that was just mentioned earlier so they have this anti-corruptionanguard in not just universities but other tertiary institutions so we have used this anti-corruptionanguard with the help of ICPC to mobilize students in some of our engagement with this student and that the angle we always come from prevention measures with anti-corruption measures and trying to educate them on what constitutes corruption, what is corruption, how to shun corruption, things to do, how to recognize when corruption is happening around you.

We are also engaging with ICPC on our "sedfortion" project of cause of sexual exploitation in tertiary institutions. Next week Monday, we will be having a sensitization here in Abuja and

currently they are helping us to mobilize student from tertiary institutions in Abuja for this outreach. I recognize Mr. Akibu because he was one of the people, we worked with in Sokoto tertiary institutions that was sometime 2018 when we had those engagements so I can testify to the work anti-corruption bangard are doing and I will really encourage more partnership with ICPC on this.

Imabong: Thank you I just wanted to add a little to what Dr. Kemi said on need for surbifor education, I wanted to stress the fact that it is not always formal education we can also use surbifor boice to lead the way especially when it comes to such skill. The Organization President is here he can refer those that habe surbifed and train them because youth engagement is bery key; Recently I was inbited for a program and I sent a surbifor and she said no but when she got her message shook the floor, they don't or it doesn't necessarily mean formal education, we can also use surbifors as people who are bold enough to do anonymous report. Thank you.

Prof Atsenuwa: This has been additionally helpful, I think I habe picked a lot of things we can do, the only thing I want to add is I would like to implore participant groups that are here maybe you will be receiwing some kuestionnaires trying get some information from you so that we can actually build a data base about who is doing what, one thing I know about the institutions is that, they like to emulate one another and if one work is being done in one institution or some institution, this is this way we can work in or like shaming those not doing something and so it will be nice to know. Let's talk about the College of Education, they work in Sokoto State, we need to know what is going on, we need to debelop a robust data-base and use that as adfocacy because the nedft stage of this or parallel to the nedft in sense of time, the parallel stage is that we are going to be engaging with the institutions and the regulatory body of the institutions so it is nice to draw form the practices come from the institutions that habe already gone forward and what they are doing. I think Hauwa has spoken, Bunmi can take Hauwa and just close.

Mrs Olugasa: I think she wants to speak so that they should be gender balance in the contribution. You habe one minute please unmute yourself.

Hauwa: Okay thank you. Sorry I raised my hand a bit late. I just wanted to say or talk on the way forward, the ICPC has a TB program titled 'corruption must go ebery Wednesday 3;30 pm the network serfvice of NTA. I just want to say going forward, we will definitely gibe how out

a message against sexual harassment and try to air it on our program every Wednesday just to create necessary awareness. Thank you.

Prof Atsenuwa: Before I hand over, let me make a closing comment. If we do this right this can provide an opportunity for us to deal with other forms of violence that take place in schools, you know we have been talking about tertiary institutions, talking about speaking up, we have been talking about power dynamics, we have seen a lot of bullying particularly in secondary schools and I hope that yes we are focusing on sexual harassment. But I think because it provides us an opportunity to address the broad issue of violence, we need to see what we can do in empowering our young people to have zero tolerance for all forms of violence because if you hear about physical violence in schools particularly secondary schools now, from teachers to students we heard a case that is being reported by the media. I think there was a picture of a boy with all sorts of injuries on his back in one of the Nabal command secondary schools and we know what happened to the other boy. I think we also need to find opportunities to link this to be sure it is rounded. I know it is not really the focus but we can't lose the opportunity afforded.

Closing

Mrs. Olugasa: Thank you Prof, it has been a very engaging and educative time for me and I'm sure other participants share this opinion. I do apologize we are some minutes behind the schedule, it's all good, I think those minutes were well spent. Rounding off at this point, a very big thank you to Hon. Chairman for the opportunity of today and tomorrow and a big thank you to our consultant, Prof Atsenuwa, all our speakers of today and without participants, the speaker will just come and nobody to share with. I want to say thank you everyone for being such lovely group. I do hope tomorrow we join early as we did today. Tomorrow, what we have on our timetable is 9:00- 9:15 registration, the purpose of that is just to help us to solve any problem we have with our technology, signal, maybe we need to change office, somebody can move to Hauwa's office because it seems you have a very good network here; you share with her but keep your data allowance to yourself. Let us see if we can resolve that early tomorrow and hopefully it is going to be a more interesting time. Thank you so much everybody, do have a lovely time. Participant should make sure they keep checking their WhatsApp like I said earlier, information will drop from time to time on that platform. Thank you so much.

WORKSHOP AGENDA

DAY 1

- 9.15 - 9.30am Registration
- 9.30 - 9.35a.m Welcome: Project officer-
-Olubunmi Olugasa
- 9.35 - 10.00a.m Opening Remark: Chair, ICPC
-Prof. Bolaji Owasanoye, SAN
- 10.00 - 10.10a.m Introductions All participants
- 10.10 - 10.20a.m Workshop Objectives Lead Consultant
- Ayodele Atsemuwa
- 10.20 -11.00 a.m Presentation 1: **Hearing the Victims' Voices**
-Ms. Bukola Williams - Education as a Vaccine
- 11.00 -11.40am Presentation 2: **Receiving and Processing SH Reports**
- Miss. Olubunmi Ogunrotimi
- 11.40 - 11.50am Health Break
- 11.50 - 12.30am Presentation 3: **Responding to Survivors' Needs**
Dr. Kemi DaSilva-Ibru
- 12.30 - 12.45 Summation and Next Steps Lead Consultant

DAY 2

- 9.15 - 9.30a.m Registration
- 9.30-10.00a.m Recap of Day 1
- 10.00– 10.50a.m Presentation 1 Overview of Laws & Institutional Policies

WARD-C - Dr. Abiola Akiyode-Afolabi
- 10.50 - 11. 30a.m Brief Group Exercise
- 11.30 - 11.35a.m. Bote of Thanks and Closing

PARTICIPANTS

1. Abdulganiyu Abubakar
2. Akibu Garba
3. Bathsheba Tagwai
4. Collins Iroha Kalu
5. Daniel Stephen
6. Dinatu Alheri
7. Eno Ekpo
8. Faith Adeniyi
9. Imabong Ladipo Sanusi
10. Femi Gold
11. John Lydia
12. Joy Aja
13. Olamide Coker
14. Paulson Okezie
15. Rumunse Obi
16. Sandra Jonathan
17. Sarah Egbo
18. Sunday Mfon
19. Uwaila Omosigho
20. Bala Muhammed
21. Juliet Olumuyiwa-Rufai
22. Hauwa Sani Garba
23. Emmanuel Ebu
24. Akon Nya
25. Adeyemi Asaba
26. Modupe Adelanwa
27. Ijeoma Ozoh
28. Modupe Asama
29. Folashade Adebajo
30. Isoken Enehikuere

