

Establishing Policy and Transparency Unit: A Mechanism for Curbing Sexual Harassment and Corruption in Nigeria Tertiary Institutions.

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Abstract

Fighting any misdeed requires not only putting policies on ground but also the ability and will-power to implement them to the later. This research work intends to look critically at the establishment of Policy and Transparency unit as a mechanism for curbing Sexual Harassment and Corruption in the Nigeria Tertiary Institution. We however, use Kaduna Polytechnic as a case study being the first ever institution to set up the unit. Sexual harassment and corruption are two most devastating menace that affect the psychological and intellectual ability of most of the affect persons. In developed countries like USA one out of every eight graduates suffers the stigma of sexual harassment and only got better with the introduction of Title IX a policy put in place to curb the menace. The study collect data using the primary (questionnaire and interview) source and employ the use of SPSS vision 23.0 to analyse the data. Result shows that one in every five final year female students experience either sexual harassment or exploitation of one form or the other. It therefore shows that the implementation of the unit is the only antidote to curb the menace in the Nigerian Tertiary Institutions.

Keywords: Sexual harassment, corruption, Transparency, exploitation and exploitation.

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I. Introduction

Nigeria is one of the most perceived religious countries in the world today with churches and mosques at every fifty meters in all the cities and towns, but yet faced with moral decay that tends to cover every aspect of life. In the tertiary institution where certificates are awarded first on character then learning is not left out in the decay of morals both from the staff and students. Common among these vices are the Sexual Harassment and Corruption (sales of grades, extortion, etc) Umar, Shaib, Aitusi, Yakubu and Bada (2010). These problems and to a large extent undermine the credibility of the certificates awarded by most of the institutions of higher learning in Nigeria. Sexual harassment and corruption have taken a dimension that requires a desperate measure in the countries' educational sector.

Sexual harassment has been defined by so many schools from different point of view, the prominent defines sexual harassment offences to include sexual intercourse with a student or demanding sex from a student or a prospective student or intimidating or creating a hostile or offensive environment for the student by soliciting for sex or making sexual advances Prinsloo,(2006). The Nigerian senate at its regular meeting of the 11th November, 2019 went further to include; grabbing, hugging, kissing, rubbing, stroking, touching, pinching the breast or hair or lips or hips or buttocks or any sensual part of the body of a student or sending by hand or courier or electronic or any other means unclad or sexually explicit pictures or videos or sex related object to a student, as well as whistling or winking at a student or screening at or joking or making sexually complimentary or uncomplimentary remarks about a student physique or stalking of student as part of the definition for sexual harassment in the bill to be passed by the senate house.

On the other hand corruption is defined as dishonest or fraudulent act involving use of power/office to take bribe or enrich oneself through dubious means. Giving or taking for the sake of any purpose out of legal ways is also termed as corruption. In institution corruption could also include sale of marks/grades, collection of money for favour, sex for marks/grades putting student(s) at undue advantage in an examination etc are also referred to as corruption Prinsloo,(2006).

Fighting sexual harassment and corruption like every other form of misconduct requires not only putting policies on ground but also the ability and will-power to implement it. Many policies were put in place by the previous governments as well as organisations and agencies but most of them died just after inauguration due to one reason or the other. The fight against the menace should have started earlier owing to the fact that the

history of sexual harassment and corruption in higher institutions is as old as the creation of high education in Nigeria. Most institutions have guidance and counselling units with the sole aim of guiding the students on their academics and counsel only when they are faced with certain problems and this is also same with the staff Dhlomo, Mugweni, Shoniwa, Maunganidze and Sodi, (2012). Most of these units created do not look into the great danger of sexual harassment and corruption in the system. Hence, no institution in the country has this unit in place apart from Kaduna Polytechnic, that recently launched the POLICY on the prohibition of sexual Harassment on the 1st November, 2019.

II. Related Literature

The concept and idea of fighting the menace of sexual harassment and corruption did not just start now, some institution have been involved in one way or the other to curb the increasing rate of sexual harassment and corruption in the Nigerian higher institutions of learning, notably among them are; Auchi Polytechnic, where twenty-three (23) lecturers were sanctioned in 2016, Obafemi Awolowo University, 2017, Ahmadu Bello University, sanctioned fifteen (15), University of Lagos sanctioned seven (7) Kaduna Polytechnic, sanctioned eight (8), Akwalbom state University just recently sanctioned Eight (8) to mention but a few. However, there is still the great need to put down a policy in all the institution of learning to check, control and possibly put an end to the misconduct. We need to clearly define the different forms of sexual harassment and sexual assault. You can be assaulted or harassed by a fellow student, a teacher, professor, coach, staff or faculty member, or (if you work at the school) by a co-worker Norman, Aikins and Binka, (2014).

Sexual Harassment ranges from unwanted touching, gesturing, and inappropriate jokes, to someone promising you a good grade or a promotion in exchange for sexual favours or requiring sexual favours in order to give you something you deserve or want in a school or work setting Norman, Aikins and Binka, (2014). Sexual harassment does not always have to be “sexual.” It can also look or feel like teasing, intimidating or offensive comments based on stereotypes (e.g., about how certain people “are” or should act), or bullying someone based on their sex, gender identity (man, woman, trans, intersex, no binary, two-spirit) or sexual orientation (queer, bisexual, lesbian, gay, asexual, pansexual, etc.) Polit and Beck (2008). There is no requirement that the sexually harassing person or persons derive any sexual pleasure from their acts or that they are sexually attracted to their victims Agardh, Odberg-Pettersson and Ostergren, (2011).

In short, sexual harassment is harassment that is sexual, sex-based, or gender-based in the nature of the harassment itself, regardless of the orientation, gender-identity, sexual interests or pleasure of the harasser Luk-Fong, Lee, Wong, Chong, Lee-Man, Yeon and Yuen, (2013)

Sexual harassment refers to as persistent, unsolicited and unwelcomed sexual advances which could be visual, physical, verbal and non-verbal gestures and it is seen as a disease of present-day learning institutions (Newman and Jackson 2004). It has been identified as one of the major stressors that constitute a threat to the performance of an individual in organisations or academic institutions Ladebo and Shopeju(2004)

Dziech and Weiner, Viewed sexual harassment of learners, particularly female learners as a form of women abuse and invented the term ‘sexual harassment’. The Code of Good Practice on the Handling of Sexual Harassment Cases will make Nigeria one of the countries around the globe which specifically designed legislation to deal with sexual harassment. In South Africa the Code (1998) defined sexual harassment as “unwanted conduct of a sexual nature”. The “unwanted and potentially coercive or disruptive nature” distinguished sexual harassment from consensual behaviour that is welcomed and mutual (Snyman-Van Deventer and De Bruin 2002, De Wet, 2010, Benson and Thompson1982). (Parrot and Bechhofer1991) identified factors that put both students and staffs at risk of being sexually harassed in school settings. These include Institutional community social structure, corruption, alcohol and substance abuse, absence of policy on sexual harassment and failure of victims to report the incidence.

Sexual harassment perpetrator could be a colleague, Lecturers, supervisor, management personnel and/or student. The perpetrator and victim may be of the same gender International Trade Union Confederation, author (2010). However, in most Incidents, men had been found to be perpetrators either in the learning institutions or work places Fitzgerald and Weitzman (1990). It has been documented that most victims of sexual harassment show cognitive, behavioural, emotional, and physical symptoms following harassment that may persist long after the harassment has ended and even change the course of their lifestyles Christofides, Webster, Jewkes, Penn-Kekana, Martin, Abrahams and Kim. (2003). Families, communities and society at large are not excluded from the adverse consequences of sexual harassment Jewkes, Sen, Garcia-Moreno (2002)

In developed countries, studies had been conducted to determine the prevalence of sexual harassment at the various higher education institutions as well as its impact on the victims. In the United States of America, studies showed that sexual harassment in higher education institutions takes place more frequently than people imagined Steenkamp, (2010). A study at Brown University in the United States revealed that among 234 female students, there was an incidence of 6% attempted rape and 3.8% rape cases Nasta, Shah, Brahmanandam, Richman, Wittels, Allsworth and Boardman (2005). In another study conducted by So-Kum Tang, Critelli, and

Porter (1995) at the Chinese University of Hong Kong in China among undergraduate female students; of the total participants, there was 14.9% reported cases of attempted rape and 1.4% of rape cases. In Africa, few studies had also shown a high incidence of sexual harassment. For an instant a study conducted at the University of Malawi showed 67% of sexual harassment on campus and 12.6% of the students were raped Ogbonnaya, Ogbonnaya and Emma-Echiegu (2011) Similarly, in South Africa studies showed that 30% of female learners were raped and sexually harassed by male learners and teachers in high institutions Smit and Plessis, (2011). However, the extent of this problem is unknown in higher educational institutions in Nigeria Smit and Plessis, (2011). It is important to determine the prevalence of sexual harassment in every institution so as to develop strategies that will help in prevention and reduction of its occurrence. Therefore, this study aimed to determine sexual harassment occurrence and victimization of students in one of the biggest higher education institutions in Nigeria (Kaduna Polytechnic).

Statement of problems

Sexual harassment and corruption in tertiary institutions usually occurs between lecturer and student, student and student and non-teaching staff and student. Since these problems affect the psychological and intellectual ability of most of the affect persons, there is then the need to formulate a policy to curb the menace. Most of the victims of this unholy act find it difficult to report the case for redress couple with the systems' inability to put in place a policy to address the menace necessitate this research. This research intends to critically access the causes and possible mechanisms to arrest the menace. Barrowing from the pioneers (Kaduna polytechnic), the study at completion will fashion out the unidentified problem of student attitude of not reporting such cases.

Objectives of Studies

The specific objective of this is highlight to the government the effect of establishing a policy on transparency unit to serve as mechanism for curbing sexual harassment and corruption in Nigeria Tertiary Institutions.

Other objective includes:-

- To identify the remote causes of sexual harassment and corruption in the Nigerian Institutions.
- To analyses the main causes of sexual harassment and corruption in our tertiary institutions.
- To determine the main culprits and victims among the research organs.
- To determine the extent of the menace and how it affects the psychological wellbeing of the victims.

Research Questions

- What are the remote causes of sexual harassment and corruption in the Nigerian tertiary institution?
- Does the implementation of Nigeria law assisted in curbing the menace of sexual harassment and corruption?
- What psychological impact does the menace have on the wellbeing of the victim?
- What are the overall effects of these menaces on the overall performance of Students in the Nigerian Institution?
- What mechanisms does the Nigerian institution put in place to curb these menaces?
- Are the female students more venerable to sexual harassment than their male counterparts?

Research Hypothesis

H₀: Implementation of the Nigerian laws has no significant on the fight against Corruption and Sexual harassment.

H₀: There is no significant relationship between Sexual harassment/Corruption and psychological trauma.

H₀: There is no significant relationship between sexual harassment/corruption and student's academic performance.

III. Methodology

In the study we adopt a quantitative cross-sectional descriptive survey design using Kaduna Polytechnic, Nigeria. The institution has over fifty academic departments across the schools and colleges with total number of over thirty thousand enrolled students. These Departments offer programmes such as, Diplomas, High National Diplomas(HND), Degrees as well as post-High Diploma certificates. The student population is diverse with students from all over the country.

Population and Sample

The target population of this study are students and staff who are 18 years and above. We intend to consider taking samples from all the colleges using stratification so as to give all the strata percentage chance of being part of the study. The population will be divided into four strata of (staff, female student, male student and

non-teaching staff). Valid and reliable data collection instrument, Questionnaire will be used to collect data from participants. The questionnaire will be developed based on extensive literature review, coupled with expert consultation in assessing the representativeness of the questions on the variables under study to ensure validity. The reliability of the questionnaire will be measured using the test-retest method. The questionnaire will be administered to a small sample of 100 students.

Data collection procedure

A self-administered questionnaire was used for data collection. In order to achieve a high level of questionnaire return and study objectives, a total sample size of 500 questionnaires was administered based on subjective percentage allocation.

Method of Data Analysis

Statistical Package for Social Science (SPSS) version 23.0 software is used for the analysis of data. Independent t-Test Analysis, F-test statistic and Correlation were found suitable test to investigate the statistical significant difference if any between the variables under study. Statistical significance is set at $p < 0.05$ and confidence interval at 95%.

Research Hypothesis

1. H_0 : That the female students are not significant different with regards to sexual vulnerability to their male counterparts.
2. H_0 : Implementation of the Nigerian laws has no significant effect on the fight against Sexual harassment.
3. H_0 : There is no significant relationship between Sexual harassment/Corruption and psychological trauma.
4. H_0 : There is no significant relationship between sexual harassment/corruption and student's academic performance.

Independent t-Test Analysis

An independent t-Test analysis was conducted in order to determine if female students are not significantly different with regards to sexual vulnerability to their male counterpart.

Result of independent sample t test

	Sex	N	Mean	Std. Deviation	P-value
Sexual harassment	Male	188	.4013	.20280	.000
	Female	312	.7519	.13510	

Levene's Test for Equality of Variance: Sig.(p-value) < 0.05 level of significance

Findings from the independent sample t-test revealed that there is significant difference between male and female with regards to sexual vulnerability, since the P-value (0.000) is less than 0.05 level of significant at 95% confidence limit. This implies, female students are more vulnerable to sexual harassment compared to their male counterpart as the mean of the male and female justify the claim.

Regression Analysis

We Regressed the data to determine whether Implementation of the Nigerian laws has no significant effect on the fight against Corruption and Sexual harassment.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.754 ^a	.569	.568	.13067

a. Predictors: (Constant), Implementation of Nigerian laws

The above analysis shows that the correlation between the Implementation of Nigerian laws and the fight against corruption and sexual harassment is 0.754, implying a strong linear relationship. The coefficient of determination R^2 is 0.569 indicating that 56.9% of the variation in the fight against corruption and sexual harassment is explained by the Implementation of Nigerian laws.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.204	1	11.204	656.212	.000 ^b
	Residual	8.503	498	.017		

Total	19.707	499
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a. Dependent Variable: Sexual harassment/corruption
 b. Predictors: (Constant), Implementation of Nigerian laws

The above table shows that the p-value of the ANOVA of this regression model (0.000) is less than 0.05 we therefore conclude that the model is significant and therefore fit for use

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.198	.019		10.489	.000
	Implementation of Nigerian law	.667	.026	.754	25.617	.000

a. Dependent Variable: Sexual harassment/corruption

The above table shows that the linear relationship between the Implementation of Nigerian laws and the fight against corruption and sexual harassment is $y = 0.198 + 0.667x_i$. Where y is the fight against corruption and sexual harassment and x is Implementation of Nigerian laws. The p-value of the slope of the model (0.000) is less than 0.05 we therefore reject H_0 and conclude that Implementation of Nigerian laws have a significant role in the fight against corruption and sexual harassment.

Correlations			
		Sexual harassment/ corruption	Psychological trauma
Sexual harassment/corruption	Pearson Correlation	1	.711**
	Sig. (2-tailed)		.000
	N	500	500
Psychological trauma	Pearson Correlation	.711**	1
	Sig. (2-tailed)	.000	
	N	500	500

** . Correlation is significant at the 0.01 level (2-tailed).

The pearson correlation with value (0.711) shows that there is strong positive relationship between sexual harassment/corruption and psychological trauma. However, the p-value (0.000) is less than (0.05) we therefore conclude that the relationship is statistically significant at 95% confident limit.

Correlations			
		Sexual harassment /corruption	Academic performance
Sexual harassment/corruption	Pearson Correlation	1	.629**
	Sig. (2-tailed)		.000
	N	500	500
Academic performance	Pearson Correlation	.629**	1
	Sig. (2-tailed)	.000	
	N	500	500

** . Correlation is significant at the 0.01 level (2-tailed).

The pearson correlation with value (0.629) shows that there is strong positive relationship between sexual harassment/corruption and academic performance. However, the p-value (0.000) is less than (0.05) we therefore conclude that the relationship is statistically significant at 95% confident limit.

IV. Conclusion

This research compare the rate of vulnerability between female and male with regards to the sexual harassment and corruption using Levene's Test for Equality of Variance indicates that the Female are very much vulnerable to sexual harassment. The result did not actually negate the finding of other African countries

referenced in the research. The correlation between the Implementation of Nigerian laws and the fight against corruption and sexual harassment is 0.754, implying a strong linear relationship. The coefficient of determination R^2 is 0.569 indicating that 56.9% of the variation in the fight against corruption and sexual harassment is explained by the Implementation of Nigerian laws. The linear relationship between the Implementation of Nigerian laws and the fight against corruption and sexual harassment is $y = 0.198 + 0.667 * x_j$. The p-value of the slope of the model (0.000) is less than 0.05 we therefore reject H_0 and conclude that Implementation of Nigerian laws have a significant role in the fight against corruption and sexual harassment. Strong positive relationship between sexual harassment/corruption and psychological trauma also indicates 0.711.

V. Recommendation

Base on the finding from the analysis we recommend that:-

- i. A transparency units should institute in all institutions
- ii. Federal and State Government should gear up in implementing the laws to the later.
- iii. A counseling unit should also be put in place to counsel the victims of this menace.
- iv. The society should be made not reject the victims but rather embrace them.
- v. Schools should as matter of urgency start the implementation of both the public enlightenment and punishing the culprit.

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Appendix I

Table 1: Sexual harassment/corruption

Items	Yes		No		Remark
	Freq.	%	Freq.	%	
Are the female students more exposed to sexual harassment and corruption than their male counterparts	439	87.8	61	12.2	Yes
Is sexual harassment/corruption occurring only between lecturers and students	188	37.6	312	62.4	No

Does the student also harass the lecturers	58	11.6	442	88.4	No
Are there also cases of sexual harassment between the bosses and subordinate	298	59.6	202	40.4	Yes
What form of sexual harassment is more harmful to the students/workers is it the forceful one	272	54.4	228	45.6	Yes

Source: Field Survey

Table 1 revealed that majority of the respondents agreed on the aforementioned statement above concerning the sexual harassment/corruption as shown in the remark column above. This implies the items listed bring about sexual harassment/corruption.

Table 2: Implementation of the law on sexual harassment/corruption

Items	Yes		No		Remark
	Freq.	%	Freq.	%	
Is there any law prohibiting sexual harassment and corruption in Nigeria	379	75.8	121	24.2	Yes
Is the law effective in Nigeria	144	28.8	356	71.2	No
Is there any evidence of the implementation of the law in Nigeria	202	40.4	298	59.6	No
Has there been conviction(s) in the stated law in Nigeria	178	35.6	322	64.4	No
Is the law on sexual harassment implemented properly	81	16.2	419	83.8	No
Are the victims given fair hearing before the law	211	42.2	289	57.8	No
Does the law provide commensurate punishment for the offenders	323	64.6	177	35.4	Yes
Does the law on sexual harassment treat both the rich and poor the same	93	18.6	407	81.4	No
Is the general implement of the law adequate	116	23.2	384	76.8	No
Is there any measure put in place by the management to address the menace in the institution	395	79.0	105	21.0	Yes
Are the measures adequate	322	64.4	178	35.6	Yes
Are there any culprit(s) punished by the management	317	63.4	183	36.6	Yes

Source: Field Survey

Table 2 shows that majority of the respondents does not agreed on the aforementioned statement above concerning the implementation of law on sexual harassment/corruption as shown in the remark column above. This implies the implementation of the law in Nigeria does not assist to the large extent in curbing the menace of sexual harassment and corruption.

Table 3: Effects of sexual harassment on the victims

Items	Yes		No		Remark
	Count	%	Count	%	
Do the victims of sexual harassment experience any societal rejection	302	60.4	198	39.6	Yes
Do the victims of sexual harassment experience depression	326	65.2	174	34.8	Yes
Do the victims experience any psychological trauma	328	63.6	172	36.4	Yes
Do the victims feel safe in the society they live	95	19.0	405	81.0	No
Are the victims given any special consideration in Nigeria	84	16.8	416	83.2	No
Are the victims treated normally with respects and regards in the Nigeria societies	101	20.2	399	79.8	No
Does the management create any office to council and encourage the victims	372	74.4	128	25.6	Yes
Do the victims of sexual harassment usually abandoned their study and quit the school	368	73.6	132	26.4	Yes

Source: Field Survey

Table 3 indicates that majority of the respondents agreed on the aforementioned statement above concerning the effects of sexual harassment on the victims as shown in the remark column above. This implies the items list above affect the wellbeing of the victims.

Table 4: Effect of the overall students' performance

Items	Yes		No		Remark
	Freq.	%	Freq.	%	
Have you ever had problem with lecturers(s)	288	57.6	212	42.4	Yes
Does it involve sexual related issue	279	55.8	221	44.2	Yes
Does it relate a demand money for grade	132	26.4	368	73.6	No
Does it affect your performance	344	68.8	156	31.2	Yes
Does the issue allow you to concentrate in your studies	144	28.8	356	71.2	No
Do you think sexual harassment has negative effects on student's overall performance	392	78.4	108	21.6	Yes

Source: Field Survey

Table 4 revealed that majority of the respondents agreed on the aforementioned statement above concerning the effects of the overall students' performance as shown in the remark column above. This implies, sexual harassment/corruption affect the overall students' performance.

Appendix. II

Research Questionnaire

Dear despondence,

This questionnaire is design specifically to obtain information form respondent for only the purpose of academic pursuit. Kindly fill the question and submit with assurance that all information supplied will be handle with confidentiality and secrecy.

Thank you and Best Regards.

Bio-Data

Class:.....

Department.....

College.....

Sex...Male ().....Female ().

Age.....

Questions on Sexual Harassment/Corruption

i. Are the female students more exposed to sexual Harassment and corruption than their male counterparts Yes () No ()

ii. Is sexual harassment/corruption occurs only between lecturers and students?

iii. Does the student also harass the lecturers? Yes () No ()

iv. Are there also cases of sexual harassment between the bosses and their subordinate? Yes () No ()

v. What form of sexual harassment is more harmful to the students/workers?

Yes () No ()

Questions on the Implementation of the Law on sexual harassment/corruption

I. Is there any law prohibiting sexual harassment and corruption in Nigeria?

a. Yes () No ()

II. Is the law effective in Nigeria? Yes () No ()

III. Is there any evidence of the implementation of the law in Nigeria?

a. Yes () No ()

IV. Has there been conviction(s) in line with the stated law in Nigeria? Yes () No ()

V. How is the law on sexual harassment implemented? Yes () No ()

VI. Are the victims given fair hearing before the law? Yes () No ()

VII. Does the law provide commensurate punishment for the offenders? Yes () No ()

VIII. Does the law on sexual harassment treat both the rich and poor the same? Yes () No ()

IX. Is the general implement of the law adequate? Yes () No ()

X. Is there any measure put in place by the management to address the menace in the institution? Yes ()

No ()

XI. Are the measures adequate? Yes () No ()

XII. Are there any culprit(s) punished by the management? Yes () No ()

Questions on the effects of sexual harassment on the Victims

i. Do the victims of sexual harassment experience any societal rejection? Yes () No ()

ii. Do the victims of sexual harassment experience depression? Yes () No ()

iii. Do the victims experience any psychological trauma? Yes () No ()

iv. Do the victims feel safe in the society they live? Yes () No ()

v. Are the victims given any special consideration in Nigeria? Yes () No ()

vi. Are the victims treated normally with respects and regards in the Nigeria societies? Yes () No ()

- vii. Does the management create any office to council and encourage the victims? Yes () No ()
- viii. Do the victims of sexual harassment usual abandoned there study and quit the school?Yes () No ()

Questions on the effects of the overall students' performance

- i. Have you ever had problem with lecturer(s)? Yes () No ()
- ii. Does it involve sexual related issues?Yes () No ()
- iii. Does it relate to demand for money for grades? Yes () No ()

If the above questions are yes then?

- iv. Does it affect your performance? Yes () No ()
- v. Does the issue allow you to concentrate in your studies?
- vi. Do you think sexual harassment has negative effects on students overall performance?Yes () No ()
- vii. What punishment can you recommend for the culprits?

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