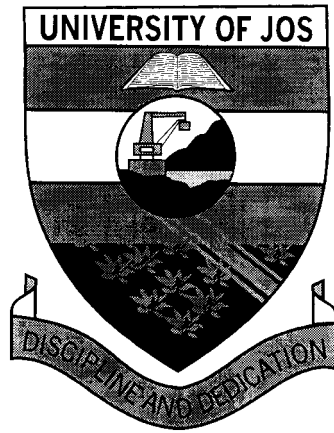
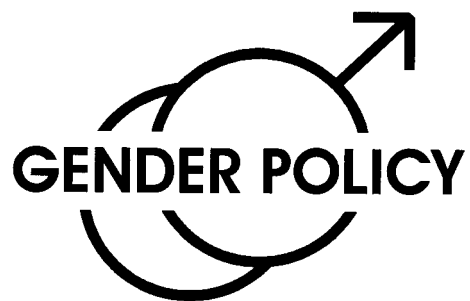


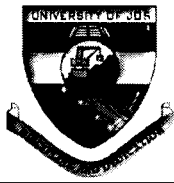
UNIVERSITY OF JOS



APPROVED BY THE GOVERNING COUNCIL

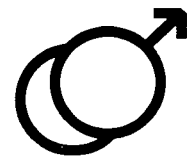


NOVEMBER 2006



GENDER POLICY

For the University of Jos



November 2006

1. Preamble

In order to actualize the philosophy and the objectives of the University of Jos, and to make the university an even greater and more comfortable, more conducive environment for learning and work for men and women; mindful of the need to promote and eventually consolidate gender mainstreaming and equity in the University; also cognizant of the absence of gender sensitivity in the original philosophy and objectives of the university; and in consideration of the need to go beyond its present gender neutral disposition, the following Gender Policy is hereby enacted by, and for, the University of Jos.

2. Background

The University of Jos was founded as a satellite campus of the University of Ibadan in November 1971, but became a full autonomous university in October 1975. The philosophy of the university is to provide a comprehensive multi-disciplinary programme for educational and human resource development, taking into consideration the socio-cultural conditions and the unique higher-education needs of the people within its immediate catchment area.

The University's objectives are:

- a) To create and maintain areas of excellence in research, teaching and community service.
- b) To achieve relevance in the training of staff and students.
- c) To provide adequately trained high-level manpower, particular in the humanities, and in the Sciences, competent enough to contribute towards the improvement of the Nigerian society economy and environment.
- d) To upgrade the educational and professional knowledge of the people within the University's catchment area.
- e) To address the developmental needs of the catchment area through research and community-related activities.
- f) To undertake any other activities deemed appropriate for a university of the highest standard.

3. Women Development in the University:

Women have featured in all the activities of the university since its inception in 1975. There have been few female Professors and Lecturers, a female University Librarian, female Deans of Faculties, female Deputies - Registrar, female Heads of Department, female Deputy

- a) Bursar, and other female administrators. There are two prominent female Associations in the University: the University of Jos Women's Association (UJWA) founded

in 1979, and the National Association of Women Academics (NAWACS) founded in 1996

- b) A number of activities, such as Gender Sensitization and mainstreaming workshops, gender disaggregation of data, Female Scholarship Initiative, etc., have been carried out under the Jos-Carnegie Partnership Project. This has raised gender awareness in the university community.
- c) In spite of these mild gains, the University still maintains a gender-neutral disposition. There is no documented discrimination against any gender, but it is doubtful if the environment provides a level playing ground for all genders.
- d) Because of its objectives, ideals, goals and commitments, the University of Jos will take extra measures to promote gender equity as part of its general development programme.
- e) The attention of all members of the university community is drawn to the Constitution of the Federal Republic of Nigeria (1999), the National Policy on Women and the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), all of which guarantee equal opportunities at work and elsewhere for men and women.

4. General Objectives of the Gender Policy:

The following are the general objectives of the University's Gender Policy.

- a) To ensure that male and female students and staff study, live and work in an environment of mutual respect, free from discrimination, harassment, hostility, intimidation, retaliation and humiliation, thereby enhancing the dignity of both genders.
- b) To ensure the involvement of the minority gender at any point in time in university-wide decision making processes as a way of carrying every body along and ensuring that decisions are collectively owned and defended.
- c) To ensure that all research, training and development activities in the university are gender sensitive and aimed at bringing out the best in both men and women.
- d) To ensure that the work place is gender friendly and supportive of men and women and their specific needs and roles.
- e) To ensure that gender mainstreaming and equity are both taken into consideration in long term university plans.
- F) To ensure that entry requirements into the university and related admission and recruitment processes for both students and staff reflect gender equity and are transparent and non discriminatory.
- g) To evolve a teaching and research culture that is gender sensitive and promotes non-discriminatory best practices and procedures in all aspects of the university including admissions, employment and service delivery.
- h) To co-create a university community (and the larger society) where both men and women are respected, valued and treated fairly, justly and equally.
 - i. To enrich and strengthen diversity and encourage academic freedom.

- j) To institutionalize the gender disaggregation of all university data at the various points of generation, and the periodic analysis of such data.

5. General Strategies of the Gender Policy:

- a) The university shall adapt the following general strategies to meet the above objectives.
- b) There shall be a **Gender and Diversity Committee** to advise the Vice-Chancellor on matters of gender equity and diversity.
 - a) The Gender Diversity Committee shall execute the following functions:
 - i. Identify the sources of equal opportunities and treatment of men and women in the university.
 - ii. Promote equal opportunities in the university and partner with university women organizations and other stakeholders to help empower women.
 - iii. Receive and monitor complaints from members of the university community regarding gender discriminatory practices.
 - iv. Organize an annual diversity week for members of the university to showcase different cultures and their effects on gender roles.
 - v. Stimulate women interest in university committees and encourage women to seek involvement in decision-making in the university.
 - vi. Ensure university wide compliance with the Gender Policy through constant monitoring and evaluation.
 - vii. Report on gender issues to Council every year through the Vice Chancellor.

6. Gender Studies Institute

- a) In furtherance of the goals of gender development, equity and mainstreaming in the university, a **Gender Studies Institute** will be established. The functions of the Institute will include:
 - i. Carrying out and coordinating research on gender and gender-related themes.
 - ii. Promoting the teaching of gender as a cross cutting theme in the university
 - iii. Source for, and establish helpful links between the University of Jos and other institutions worldwide, which have similar goals.
 - iv. Provide capacity building in gender sensitization and mainstreaming for the university community and beyond.
 - v. Lead and coordinate advocacy work leading to gender mainstreaming and equity.
 - vi. Work towards the development of academic programmes in gender.
 - vii. Serve as resource Centre and contribute to capacity building in gender mainstreaming for the governmental and non-governmental sectors in Nigeria.
 - viii. Inherit and sustain the work and assets of the Gender Intervention Sub-Committee of the Jos-Carnegie partnership.

GENDER POLICY

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7. Areas of Coverage of the Gender Policy:

The University shall ensure the prevalence of gender equity and sensitivity in all its areas of operations, some of which are indicated below.

7.1: Admissions:

The university shall ensure objective, non-discriminatory gender sensitive admission procedures into all its academic programmes.

7.1.1: Policy Objective:

To ensure that entry requirements and admission processes are gender sensitive, transparent and non-discriminatory, and that male and female applicants have equal opportunities in the admissions process.

7.1.2: Strategies

- a) Regular review of admission procedures to ensure compliance with best practice and gender balance.
- b) An annual gender disaggregation and analysis of the admissions data to demonstrate compliance with the policy.

7.2: Recruitment

The university shall ensure objective non-discriminatory gender sensitive recruitment procedures. Deliberate action shall be taken to ensure that both genders have equal opportunities to compete for available vacancies.

7.2.1: Policy Objective:

To ensure that recruitment procedures for all categories of staff are gender friendly, transparent and non-discriminately.

7.2.2: Strategies:

- a) All internal and external advertisements into vacant positions in the university shall include statements to the effect that:
 - i. The University of Jos is an equal opportunities employer; and
 - ii. The University of Jos is a gender friendly community, and so female applicants are particularly encouraged to apply.

7.3: Training and Staff Development:

The university shall promote research and learning reflective of the knowledge, experience and aspirations of both men and women.

7.3.1: Policy objective:

To ensure that all research, training and development activities in the university are gender sensitive and aimed at bringing out the best in both men and women.

7.3.2: Strategies:

- a) Training and development nominations shall be gender sensitive and aimed at encouraging the minority gender in the university.
- b) Extra effort should be taken by the University to ensure that the training of the minority gender is promoted.

7.4: Staff Welfare, Including Housing, Accommodation and Loans

The university shall within its means, evolve welfare programmes (including Housing, Accommodation and Loans) directed at supporting and empowering staff, especially where it entails the carrying out of specific gender roles.

7.4.1: Policy objective:

To ensure that university welfare programmes are especially tailored to the reproductive roles of women as a way of empowering and supporting them in such roles.

7.4.2: Strategies:

- a) Paid maternity leave shall continue to be granted to all mothers. The maternity leave period shall be 12 weeks from the date recommended. It shall include 4 additional weeks for every additional baby by multiple births.
- b) There shall be no discrimination by rank between staff members carrying out their legitimate sex roles.
- c) The University shall include gynecological cases in its healthcare scheme for female employees as well as obstetric cases subject to a maximum of 4 children.
- d) The University shall either set up, or assist the setting up, of day crèches in the work place to be administered by competent hands.
- e) Female members of the university shall not be discriminated against in their claims to welfare facilities on account of their marital status or gender.

7.5: Students' Unionism:

The University shall ensure that the student union body is a gender-sensitive body and compliant with the spirit and philosophy of the Gender Policy.

7.5.1: Policy Objectives:

- a) To give female students a significant say in student union /groups decision-making.
- b) To inculcate a spirit of gender equity in students and future leaders of the nation.
- c) To allow for a gender equitable government and balanced decision-making in the SUG.

7.5.2: Strategies:

- a) At least 30% of all executive and legislative positions in the Student Union Government and other students groups operating on the campus shall be reserved for female students. In addition, 30% of all appointive positions, and of Committees composed by the SUG, should comprise of female students.
- b) All registered student bodies in the university, including departmental associations, are to ensure compliance with this policy.
- c) Students' union constitutional reviews shall be directed to provide for at least 30% of all political positions in the SUG to be given to female students.
- d) The University shall encourage female students to seek leadership positions in student bodies.
- e) At the end of each election, the SUG EXCO through the Dean of Students Affairs shall forward a gender analysis of the list of elected and appointed persons to the Vice-Chancellor.
- f) The Dean of Students Affairs is to ensure the implementation of this Policy among the students' body.

7.6: University Committees:

The University shall ensure the presence of gender equity in all University standing and ad hoc committees.

7.6.1: Policy Objective:

To ensure the involvement of the minority gender in University wide decision-making process as a way of achieving gender balance in the University's decision-making process.

7.6.2: Strategies:

- a) The Registry shall provide statistical information to faculties and departments on gender balance on all University committees in order to alert them of the current situation and provide a basis for remedial action.
- b) The registry shall prepare and distribute a resource document detailing membership of University committees, terms of reference, election procedures, voting rights and as well as the University policy on gender representation as way of encouraging and stimulating the minority gender to seek greater involvement.
- c) Regular University publications shall include items on the gender breakdown of University committees to raise awareness and stimulate remedial action.

To review the structures of University standing committees to ensure that membership parameters for each committee are gender friendly.



7.7: Gender Desegregation of University Data.

There shall be a university wide gender desegregated database on an annual basis.

7.7.1: Policy Objectives:

- To ensure that all records in the university pertaining to students, staff and third parties are properly desegregated along gender line.
- To regularly identify gender gaps in the university for the purposes of planning and programming.
- To make university statistics easily available along gender lines.

7.7.2: Strategies:

- All university forms shall have appropriate sections to capture gender.
- There shall be a central computer gender desegregated database maintained and regularly updated by the University MIS Department.
- All published university records shall be properly desegregated along gender lines.

7.8: Gender Equity of Principal Offices of the University:

The composition of the Principal Officers of the university shall be gender sensitive. Council shall take necessary steps to ensure the representation of each gender among the Principal Officers.

7.8.1: Policy Objectives:

- To ensure gender sensitivity in the appointment of principal officers of the university.
- To create the framework for gender-balanced policies and decisions.
- To give each gender a stake in the administration of the university.

7.8.2: Strategies:

- Search committees for the appointment of the Vice Chancellor shall be gender sensitive.
- Interview panels for the appointment of Principal Officers in particular, as well as all other appointments in general, should be gender sensitive.
- Each gender shall be represented in the final short list for consideration in the appointment into any of the principal officers of the university.

7.9: Gender and HIV/AIDS in the University.

The University shall be supportive of Persons Living With Aids (PLWAs) and those with HIV Positive status. No person shall be denied an opportunity to work and study in the university on account of his or her HIV/AIDS status.

7.9.1: Policy Objectives:

- To evolve work place interventions that protect and support those who are HIV positive, as well as People Living With Aids.
- To address the gender imbalances fueling the spread of HIV/AIDS and empower men and women in the

university to work on prevention and care.

- To promote healthy sex behaviour and HIV prevention amongst men and women in the university.

7.9.2: Strategies:

- Draw up, debate and adapt an HIV/AIDS workplace policy for the University.
- Encourage confidential, voluntary counseling and testing by members of the university community.
- Mainstream HIV education and support in University Health Services.
- Equip the University Health Services to offer all services related to HIV/AIDS.

7.10: Harassment with particular Reference to sexual Harassment:

The University shall protect staff and students against all forms of harassment, including sexual and harassment. All forms of sexual harassment of, or by, members of the university community, represent a crime and shall be investigated.

7.10.1: Policy Objectives:

- To ensure that both staff and students live and work in an environment free of harassment, intimidation and retaliation.
- To give members of the university community the needed environment to put in their best at work and in study.

7.10.2: Strategies:

- All incidents of harassment, retaliation and intimidation shall be considered as potential disciplinary cases.
- The University shall set up a Sexual Harassment Committee to, in part, prepare guidelines for the enforcement of an anti-sexual harassment regime in the University, and treat cases of sexual harassment only.
- Members of the university community will be encouraged to speak out on, and report, all cases of sexual harassment in the University.
- The Policy shall, through Sexual Harassment Committee, give protection to persons who may wish to report cases of sexual harassment against them.

7.11: University Strategic Plans:

The University shall include in its strategic plans, goals aimed at attaining gender mainstreaming and equity, and increasing the involvement of the minority gender in decision-making.

7.11.2: Policy Objective:

To ensure that gender balance and issues are taken into consideration in long terms university plans.

7.11.3: Strategies:

- The Registry along with the MIS Department shall provide faculties and departments with students and staff data including advise and guidance to enable

appropriate decisions about local goals and targets.

- The Registry and MIS Department shall provide data to faculties and departments about gender balance on central Committees of the University in order to alert them on prevailing situations, and provide a basis for achieving local goals and targets.

7.12: Grievance Procedures:

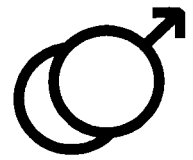
The University shall introduce and publicize grievance procedures to treat complaints and allegations of discrimination and harassment, including those with gender dimensions.

7.12.1: Policy Objective:

To investigate complaints of discrimination and harassment, and to ensure that staff and students in breach of existing policies are appropriately sanctioned.

7.12.2: Strategies:

- All harassment grievances shall be formally reported in writing and signed by the complainant.
- Sexual harassment cases shall be referred to the Sexual Harassment Committee.
- Reported grievances shall be referred to the appropriate university committee within a period of one week.
- All grievances shall be investigated and disposed of within two months.
- The confidentiality of all parties to a harassment grievance shall be protected as much as possible.
- Staff and students who knowingly file false complaints and, or, intentionally breach confidentiality shall be sanctioned.
- Each faculty (including Institutes and Centres) shall have a Gender and Diversity Grievance Committee comprising a member from each department (not below the rank of a Senior Lecturer) charged with the responsibility for monitoring gender and diversity related issues.
- All cases of sexual harassment in any faculty should be referred to the Sexual Harassment Committee.
- The Gender and Diversity Grievance Committee, and subsequently the Sexual Harassment Committee, shall have the power to request the appearance of any staff or students during their investigation of any grievance.
- All appeals from the Gender Diversity and Grievance Committee shall go to the Senate, except that those of a sexual nature shall go through the Sexual Harassment Committee. The Council shall have the final say on all harassment-related grievances.



- k) The University shall prohibit all acts of retaliation and or reprisals against any member of the University who has sought advise/assistance, reported or opposed harassment or discrimination.

7.13: Personnel and Appointments

The university shall ensure gender equity in the personnel and appointments at all the centers, schools, Institutes, faculties, departments and units of the university.

7.14: Publications:

Regular university publications shall include items on the gender breakdown of university committees to raise awareness and stimulate remedial action.

7.15: Gender Sensitization:

The University shall regularly organize and support gender sensitization programmes on the role of men and women in the development process. Both staff and students shall participate in these programmes that shall also review gender related issues on the campus.

7.16: Honorary Degrees and Fellowships

The University shall be gender sensitive in granting honorary degrees, fellowships and other academic honours, awards and titles.

8: Interpretation and Implementation:

- a) In the event of any doubt or question arising out of or in connection with the interpretation of this policy, the matter shall be referred to the Gender and Diversity Committee in the first instance for interpretation or decision and thence, on appeal to the Vice-Chancellor.
- b) If a student or staff still feels aggrieved by the interpretation of the Vice Chancellor, appeal shall be made to the Council whose ruling on the matter shall be final.

9. Review:

The University shall ensure that this policy is implemented, monitored, evaluated and reviewed on a continuous basis. All reviews shall be initiated from the departments through the faculties, institutes and centers, to Senate and then to Council.

10. Affirmative action:

- a) The University shall take positive steps to increase the representation of women in areas of employment, training and admission.
- b) At least 30% of employment, training and admission opportunities in the university shall be reserved for women. The University shall work towards instituting a scholarship scheme

for the graduate training of women to enable them take full opportunity of their employment quota.

11. Definitions:

- a) **Harassment:** This is the creation of a hostile environment (through words or physical conduct) capable of interfering adversely with one's work or learning.
- b) **Sexual harassment:** This is unwelcome sexual advances and or requests for sexual favours including other verbal and physical conduct of a sexual nature when:
- Acceptance of such advances, requests or conduct is an explicit or implicit requirement of instruction, employment or participation in the University.
 - Acceptance or rejection is a basis for academic assessment or
 - Such conduct is likely to unreasonably interfere with an individual's performance or creating a hostile research and learning environment.
- c) **Retaliation:** This is adverse treatment or hostile action against an individual who has reported/opposed/sought advise/assistance against harassment.