



Sexual Harassment and Discrimination Policy for Maryam Abacha American University of Nigeria (MAAUN)

I. PURPOSE

The purpose of this Sexual Harassment and Discrimination Policy is to express the Maryam Abacha American University of Nigeria's (MAAUN) commitment to preventing and addressing sexual harassment and discrimination within the university community. The policy outlines the institution's expectations for maintaining a safe, respectful, and inclusive environment and provides procedures for reporting incidents, conducting investigations, and resolving complaints.

II. SCOPE

This policy applies to all members of the MAAUN community, including students, faculty, staff, administrators, contractors, and visitors, and covers all university-related activities, both on and off-campus.

III. POLICY STATEMENTS

1. MAAUN is committed to providing a learning and working environment free from sexual harassment, discrimination, and violence, where all individuals are treated with dignity and respect.
2. Sexual harassment and discrimination are prohibited and will not be tolerated. This includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature that creates a hostile or offensive environment.
3. MAAUN will take prompt and appropriate action to address incidents of sexual harassment and discrimination, protect the rights and well-being of all parties involved, and prevent the recurrence of such behavior.
4. Retaliation against any individual who reports or participates in the investigation of sexual harassment or discrimination is strictly prohibited and will be subject to disciplinary action.

IV. REPORTING PROCEDURES

1. Any member of the MAAUN community who believes they have experienced or witnessed sexual harassment or discrimination should report the incident to the



designated university official, such as a supervisor, department head, or the university's Vice President, Administration or Vice President Campus Life.

2. Reports can be made in person, by phone, or in writing, and can be submitted anonymously if desired. The university will make every effort to maintain the confidentiality of the reporting party, subject to the need to conduct a thorough investigation and take appropriate action.
3. All reports will be taken seriously and will be investigated promptly, fairly, and thoroughly by trained and impartial investigators.

V. INVESTIGATION AND RESOLUTION

1. Upon receiving a report of sexual harassment or discrimination, the designated university official will initiate an investigation to gather relevant information, interview witnesses, and determine whether a violation of this policy has occurred.
2. If the investigation finds sufficient evidence to support a policy violation, the university will take appropriate disciplinary action against the responsible party, which may include counseling, training, warnings, suspension, expulsion, termination, or other sanctions as deemed appropriate.
3. The university will provide support and resources to individuals affected by sexual harassment or discrimination, including counseling, academic accommodations, and referrals to outside agencies, as needed.
4. Both the reporting party and the accused have the right to be informed of the outcome of the investigation and any disciplinary actions taken, subject to privacy laws and confidentiality concerns.

VI. PREVENTION AND EDUCATION

1. MAAUN is committed to preventing sexual harassment and discrimination through ongoing education and training efforts, including mandatory training for all faculty, staff, and students.
2. The university will provide resources and information on sexual harassment and discrimination, reporting procedures, and available support services, both on-campus and off-campus.
3. MAAUN will continually evaluate and update its policies, procedures, and educational programs to ensure their effectiveness in preventing and addressing sexual harassment and discrimination.

By adopting this Sexual Harassment and Discrimination Policy, the Maryam Abacha American University of Nigeria reaffirms its commitment to fostering a safe, inclusive, and respectful environment for all members of the university community.