

Trend Analysis of Sexual Harassment of Female Students in Tertiary Institutions in Ebonyi State, Nigeria: Administrative Implications

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ABSTRACT

Sexual harassment of female students in Nigerian tertiary institutions has become a trending issue. It is generally viewed as being directly infringing on the rights and privileges of females. However, the exact knowledge of its prevalence in tertiary institutions in Nigeria is still lacking. This study is designed to analyze the trend of sexual harassment of female students in Tertiary Institutions in Ebonyi State, Nigeria. The study adopted descriptive survey design. The specific purposes of the study are to determine nature of sexual harassment among females, causes of sexual harassment of female students, and possible strategies for reducing high incidence of sexual harassment of females. The population of the study comprised 4,802 undergraduate students of 2017/2018 academic session and senior academic staff of universities. The sample of the study comprised 384 undergraduate students and 96 lecturers of Ebonyi State University and Alex Ekwueme Federal University, Ndufu Alike Ikwo. The instrument for data collection was "Trend of Sexual Harassment of Female Students' Questionnaire" (TSHFSQ). The questionnaire was validated by three experts and reliability established using Chronbach Alpha method which yielded 0.80. The data collected were answered using mean and standard deviation while the null hypotheses were tested using t-test of independence sample. The findings showed that the pressure for dates (59%) and pressure for sexual intercourse among students or lecturers constitute the major aspect of sexual harassment in tertiary institutions in Ebonyi state; that sexual harassment of female students were caused by failure of courses, drug addiction, poor economic condition, indecent dressing among others; and that its influence could be reduced by setting out procedures for reporting sexual harassment in the tertiary institutions, orientation of students among others. One of the implications of the findings to the administrators was that where this kind of antisocial behaviour persists, it could lead to poor image projection of the institution; and the society where it is situated, creates suspicion, hatred and difficulty in interpersonal relation and difficulty in sexual adjustment.

Keywords: Trend analysis, sexuality, sexual harassment, tertiary institutions.

INTRODUCTION

There have been consistent reports from social media and other reliable sources on the increasing rate of gender-based harassment among female students in tertiary institutions in Nigeria as well as globally [1]. The impact on victims and the educational development of the citizenry can be devastating. Consequently, this has become a serious

concern to educationists, researchers, and policy makers [2,3,4]. For instance, given the potential consequences suffered by those exposed to gender-based violence such as sexual harassment; which have driven an increasing number of females into other social misconduct, gender-based harassment it's occurrence creates an unsafe and unwelcoming educational

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environment interfering with learning and impacting students' mental and physical well-being [5]. Despite its perceived widespread and rapidity of occurrences in our tertiary institutions, accurate reports on the exact number of cases victims are rarely known probably because issues surrounding gender-based (sexual) harassment and other related matters are always shrouded in secrecy and are hardly discussed openly. [6], revealed that in every human society where there is interaction between opposite sexes, some levels of sexual attraction are expected. In such sexual interactions consent and mutuality define a civilized and socially acceptable sexual behavior [7]. On the other hand, where consent is lacking it becomes a sexual violation. Sexual harassment seems to have become a norm pervading higher institutions in Nigeria [8]. Unfortunately, the increasing rate of occurrences of diverse social vices, sexual harassment inclusive in Nigeria tertiary institutions may have contributed to rise in poor turn-out of responsible graduates and low academic achievement at the end of their school years. Some who cannot stay through their school years with intermittent sexual violations opt to drop out of school or to state the least seek for change of course of study [9]. Sexual harassment is defined as unsolicited, unwelcome and unreciprocated sexual overture from a person to elicit unwanted sexual relations from another person [10]. This includes any inappropriate sexual overture, subtle and unsubtle persistent behaviour, assault and actual sexual abuse that may be expressed physically, verbally or non-verbally, usually from someone with a higher power or at a vantage position to less a privileged person [11]. In the context of this study, sexual harassment is an unwelcome behavior of a sexual nature that makes female students feel uncomfortable, fearful or powerless, and interferes with students' schoolwork [12].

The World Declaration on Higher Education for the 21st Century 1998 Article 3 and 6 stated that the need for

Patrick and Uzoma Higher Education Institutions is to create a supportive learning environment that could promote equity of access by students and staff [13]. Supportive environment means secure and safe environment, an aspect anchored in Kenya's Vision 2030. During the African Ministerial Preparatory meeting for the 58 Session of the United Nations Commission on the Status of Women (CSW58) held in February 2014 at Addis Ababa, Ethiopia, the participants noted the slow and uneven progress towards the achievement of gender equality, a Millennium Development Goal. This invariably could partly be attributed to lack of a conducive environment sometimes brought about by the violence such gender-based harassment, which students experience in the institutions of higher learning. [14], noted that the working university environment of women, remains different from that of men, and is likely to contribute to discrimination. [15], revealed that sexual harassment has been reported as barrier to women's participation in varied university programmes. [16], maintained that this means that sexual harassment is likely to prevent women staff and students from achieving their rightful place in education Sexual harassment in tertiary institutions has become a global challenge. Sexual harassment in universities and other higher education institutions is not limited to African countries but is a global phenomenon [17]. As a global challenge, issues surrounding sexual harassment demands serious attention. In some African countries, for instance in South Africa, universities have integrated gender studies either as programme of study or have established centers within campuses where cases of sexual harassment are reported and adequately addressed. Some courses or modules on Gender, Power and Sex are mainstreamed into academic curriculum. Some of these approaches are aimed at reducing vulnerability among students and increasing access to restorative care of victims in order to address the challenges of gender-based harassment. In such

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institutions, cases of male lecturers demanding sex from female students in exchange for grades as a right seems to have reduced. However, there is still a lot to do in Nigerian Universities with respect to sexual harassment. This is why most students that are sexually harassed are not usually bold enough to speak up or out for fear of social stigmatization and reprisal effect.

The prevalence of sexual harassment among students could vary depending on the level of education. According to [18], there was high prevalence of sexual harassment and unethical intimacy between postgraduate students and their supervisors than undergraduate students due to frequent face-to-face interaction when seeking advice on their research studies. Tertiary institutions in Nigeria are not left out of this saga, for instance, it has been affirmed that, in Nigeria sex for grades in the tertiary institutions is a reality and the male lecturers in particular, perceived themselves as thin gods and such unprofessional behaviour can be perpetuated unchecked [19]. Similarly, [20] held that there was high prevalence of sexual harassment both in schools and in the workplace. Sexual harassment takes on various trends and nature, but most importantly, it emanates from unequal power relation that is also associated with gender based violence and violation of human rights. In most cases, the perpetrator is usually older, more powerful and poses something of value that is beneficial to the harassed [4]. The trend of occurrence of sexual harassment could take several forms: from male lecturer to female student, from male students to female students, from female lecturers to female students and non-academic staff, among others. In most cases, female students are most at risk as victims while the male lecturers are more likely to be the perpetrators [7]. This trend could presents an amazing and disturbing scene in an environment that

Statement of the Problem

Sexual harassment in Nigerian tertiary institutions has been a trending issue that required urgent attention to reduce its

Patrick and Uzoma is often believed to be a center of excellence for molding and developing virile leadership skills, high moral qualities and intellectual capacity for human capital for future leadership. Although, forms and causes could vary according to different environment and society, it is peculiar among the teaming populations. A number of factors have been enumerated as motivation for perpetuation of sexual harassment to include: lust, pursuit of happiness, lack of norm of morality, lack of conscience, pursuit of pleasure, lack of temperance, passion, habit, value, personality disorder, inferiority complex, immaturity, cheapness, abuse of power, and suffering from demonology [4]. In addition, indecent dressing pattern among female students who almost go naked in their appearance can also be driving factors for continued incidence of sexual harassment.

In contemporary Nigerian society, some female students are accused of being morally bankrupt as such only rely on sell of their bodies for exchange of high grades from their male lecturers. [3] maintained that sexual harassment is an immoral act that has serious implications not only on the harassers, but also on perpetrators, managers, organisations and government at large. Sexual harassment among female students could therefore undermine her physical and psychological state of mind. It is imperative to note that a victim of sexual harassment might be subjected to serious forms of stress, fatigue and depression. The experience and knowledge on the sexual harassment of female students is very important in the fight against this ugly trend in tertiary institutions in Nigeria. Nevertheless, there is gap of literature on the trend of sexual harassment among female students in Ebonyi State tertiary institutions. This underscores the need for the present study.

ugly effect on economic, social, political and cultural system of the people. Although, many researchers [7,8,9]have

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tried to address the social problem of sexual harassment in their research works in Nigeria but literature on its endemic nature in academia, where moral excellence is expected to be taught, imbibed and displayed is very scanty. In addition, the researchers have observed that the knowledge about its prevalence in the tertiary institutions in Ebonyi State is relatively lacking. In other word, there are still gap of literature on the prevalence of sexual harassment among female students in the area. However,

Purpose of the Study

The main purpose of this study was to determine the trend analysis of sexual harassment of female students in tertiary institutions in Ebonyi State, Nigeria with reference to administrative implications. The study was specifically designed to:

1. Ascertain the prevalence of sexual harassment among female students in tertiary institutions in Ebonyi State.

Research Questions

The following research questions guided the study:

1. What is the prevalence of sexual harassment among female students in tertiary institutions in Ebonyi State?
2. What are the causes of sexual harassment among female

Hypotheses

Four (2) null hypotheses that were tested at 0.05 level of significance guided the study:

H_{01} : There is no significant difference in the mean ratings of students and lecturers on the causes of sexual harassment among female students in tertiary institutions in Ebonyi State?

H_{02} : There is no significant difference in the mean ratings of students and

Patrick and Uzoma most studies on sexual harassment in the area focused on the occurrence of sexual harassment among students and falls short of knowledge concerning female students experiencing sexual harassment. Moreover, it is not certain from the studies above if female students report cases of sexual harassment to the school management. The thrust of this study was to determine the trend of sexual harassment among female students in tertiary institutions in Ebonyi State, Nigeria.

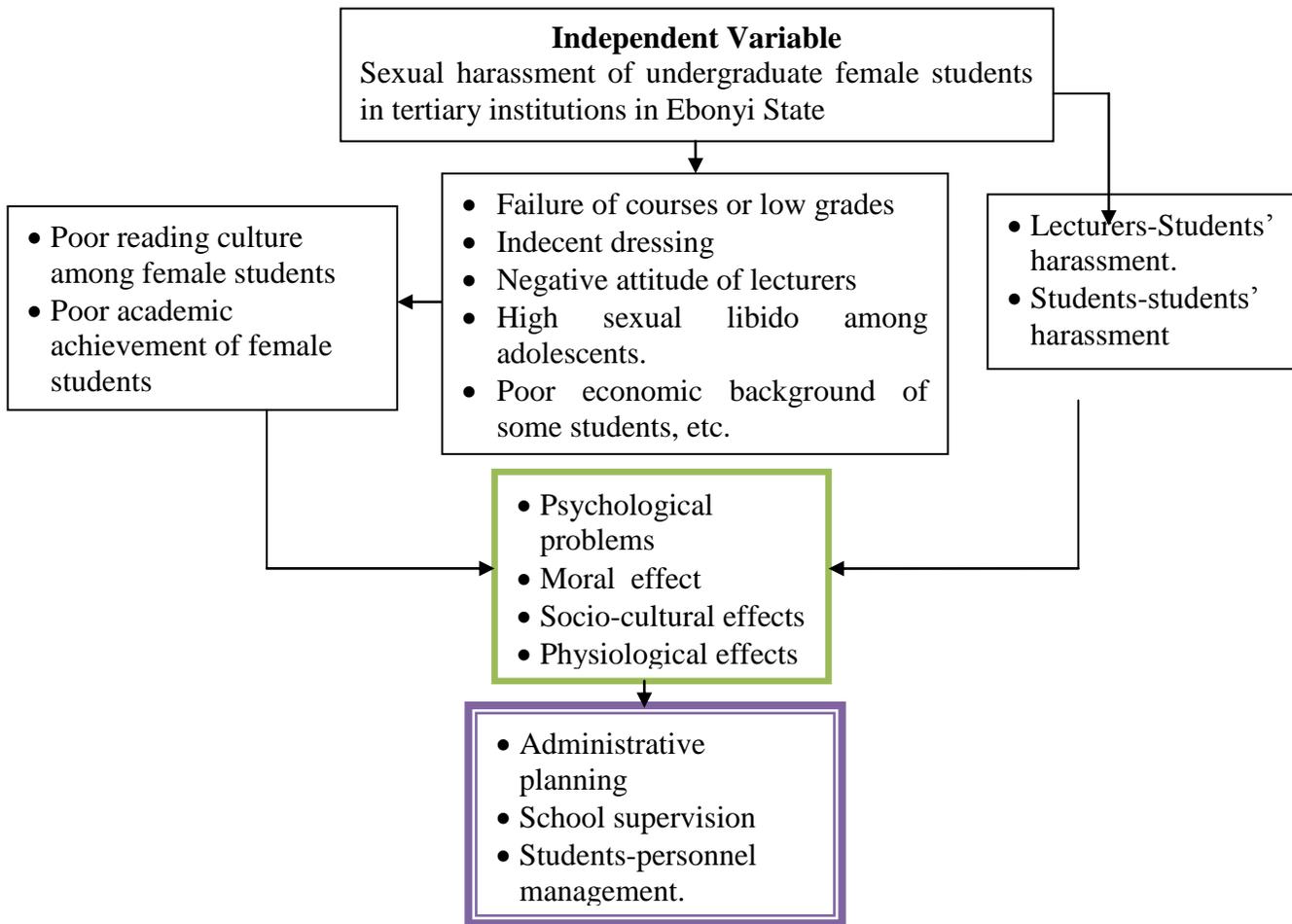
2. To find out the causes of sexual harassment among female students in tertiary institutions in Ebonyi State.
3. Determine the strategies for reducing the incidence of sexual harassment of female students in tertiary institutions in Ebonyi State.

students in tertiary institutions in Ebonyi State?

3. What are the strategies for reducing the incidence of sexual harassment of female students in tertiary institutions in Ebonyi State?

lecturers on the strategies for reducing the incidence of sexual harassment of female students in tertiary institutions in Ebonyi State?

Figure 1: This figure presents the schematic diagram which illustrates the relationship between all the variables of the conceptual framework which also form the theoretical foundation of the study:



Source: [2]

The schematic diagram above illustrates the relationship between all the variables in the study of the study which also form the theoretical foundation. It indicates that the independent variable of the study is the 'sexual harassment' which are of two dimension (lecturers-students and students-students' sexual harassment), and could be directly linked by the failure of courses or low grades in examinations, indecent dressing, negative attitude of lecturers, high sexual libido among adolescents and poor economic background of some students among others. It is also imperative to note from the schema that the problems of sexual harassment of female students are of two

dimensions. Firstly, it could result to lack of equality and equity to education between male and female; and it could lead to poor reading culture among female students and poor academic achievement of female students. However, the indirect effects of sexual harassment of female students in tertiary institutions in Ebonyi State could result to social, political, emotional, psychological, and physiological problems among the female students. Nevertheless, it implies according to the schematic diagram that tertiary institutions' administrators should ensure proper administrative planning, supervision, and students' personnel management.

METHODOLOGY

Descriptive survey design was adopted in the study. This design is a type of design

that shows a snap shot of a population at a particular point in time. [7], defined the

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design as the representative sample of the population consisting of comparative variables of varying characteristics. The design elicited information on the trend of sexual harassment among female students in tertiary institutions in Ebonyi State, Nigeria. The area of the study was Ebonyi State. The population of the study comprised 4,802 undergraduate students of 2017/2018 academic session and senior lecturers of two Universities. The sample of the study comprised 384 undergraduate students and 96 lecturers of Ebonyi State University and Alex Ekwueme Federal University Ndufu Alike. The sample of the study comprised 480 undergraduate students of Ebonyi State University and Alex Ekwueme Federal University Ndufu Alike Ikwo. The instrument for data collection was "Trend of Sexual Harassment of Female Students' Questionnaire" (TSHFSQ) and Checklist titled "Prevalence of Sexual Harassment among Female Students Checklist

The data collected through checklist and questionnaires were analyzed based on the three research questions developed for the study.

Research Question 1: What is the prevalence of sexual harassment among

of sexual harassment among female students in tertiary institutions in Ebonyi State

S/N	Sexual Harassment of Female students by Lecturers or Male Students	Years						%Prevalence
		2017	%	2018	%	2019	%	
1	Pressure for sexual favour	31	8.3	29	9.9	23	8.9	27.17
2	Deliberate torching, cornering	26	6.97	37	12.7	26	10.0	29.67
3	Suggestive letters, calls, materials, etc.	51	13.67	44	15.1	33	12.7	41.47
4	Pressure for dates	78	20.9	65	22.3	41	15.8	59.0
5	Suggestive looks or gestures	67	17.96	36	12.4	42	16.2	46.56
6	Sexual teasing, jokes, remarks	54	14.5	49	16.8	39	15.1	46.4
7	Sexual intercourse/rape of female students	66	17.7	31	10.7	55	21.2	49.6
Average		373	100	291	100	259	100	42.84

Field Work: 2018

Patrick and Uzoma (PSHFSC)". The checklist covered information that covered research question 1 while the questionnaire covered information on research question 2 and 3.

The instrument was face-validated by three specialists-one from Measurement and Evaluation (Department of Science Education), and two experts from the Department of Educational Foundations, Ebonyi State University Abakaliki. The measure of internal consistency of the instrument was established by administering the instrument to 10 lecturers and 10 students of Enugu State University of Science and Technology from another State which was different from the subjects of the study. The reliability was established using Chronbach Alpha method which yielded 0.80. The data collected were analyzed using frequency count and percentage, mean and standard deviation.

RESULTS

female students in tertiary institutions in Ebonyi State?

Table 1: Frequency count on the prevalence

The data in table 1 revealed that the percentage prevalence of sexual abuse of female students in 2016, 2017 and 2018 was 27.17 based on pressure for sexual favour, 29.69% for deliberate torching cornering, 41.47% for suggestive letters, calls and etc, 59.0% for pressure for dates from lecturers and students, 46.56% for suggestive looks or gestures, 46.4% for sexual teasing, jokes and remarks as well

Research Question 2: What are the causes of sexual harassment among female students in tertiary institutions in Ebonyi State?

Table 2: Mean rating of lecturers and students on the causes of sexual harassment among female students in tertiary institutions in Ebonyi State.

S/N	Causes of Sexual Harassment among female Students of Ebonyi State Tertiary Institutions	N	FX	Mean (\bar{X})	SD	Decisions
1	Failure of courses or low grades in Examinations	480	1619	3.37	0.84	SA
2	Indecent dressing.	480	1396	2.91	0.98	A
3	High drug addiction by male students in tertiary institutions.	480	1314	2.74	1.04	A
4	Poor economic background of some students.	480	1426	2.98	0.95	A
5	Dominant economic power of men that promotes that permits men to be sexually active than women.	480	1342	2.79	0.98	A
6	Distortion in tertiary institutions.	480	1380	2.88	0.99	A
Grand Mean Score				3.28	0.96	A

Key: Strongly Agree (SA), Agree (A)

The data in Table 2 reveal that the respondents in items 1-6 had mean scores and standard deviations of 3.3 ± 0.84 , 2.91 ± 0.98 , 2.74 ± 1.04 , 2.98 ± 0.95 , 2.75 ± 0.98 , and 2.88 ± 0.99 respectively. It clearly indicates that fear of failure in an examinations and the quest to upgrade courses results sexual harassment of female students by lecturers and male students. The table also showed that all

Patrick and Uzoma as 49.6% for sexual intercourse/rape. It showed the overall prevalence of sexual harassment within the three years of survey of 42.84% in tertiary institutions in Ebonyi State. It therefore showed that the pressure for dates from lecturers and students constitute the major reason for sexual harassment among students in tertiary institutions in Ebonyi State.

the respondents of the items had mean scores below 2.50. The grand mean score of all the respondents was 3.28 with standard deviation of 0.96 which is lesser than 2.50 benchmark of acceptance. Therefore, sexual harassment of female students are caused by failure of courses, drug addiction, poor economic condition, indecent dressing among others.

Research Question 3: What are the strategies for reducing the incidence of sexual harassment of female students in tertiary institutions in Ebonyi State?

Table 3: Mean rating of Lecturers and students on the Strategies for Reducing Sexual harassment among female students in tertiary institutions in Ebonyi State.

S/N	Strategies for reducing Sexual Harassment among female Students of Ebonyi State Tertiary Institutions	N	FX	Mean (\bar{X})	SD	Decisions
7	Establishment of accurate procedures for reporting sexual harassment in the tertiary institutions.	480	1372	2.86	0.97	SA
8	Orientation of students on their right and responsibility as students towards sexual harassment.	480	1361	2.84	0.98	A
9	Proper administrative supervision of lecturers' activities towards students at all time.	480	1292	2.69	1.03	A
10	Ensuring follow-up services on matters of sexual harassment of female students.	480	1494	3.12	0.97	A
11	Effective implementation of laws guiding sexual harassment of female students in tertiary institutions.	480	1418	2.95	0.89	A
12	Ensuring workable students' personnel management in tertiary institutions	480	1418	2.94	0.98	A
	Grand Mean Score			3.39	0.97	SA

Key: Strongly Agree (SA), Agree (A)

The data in Table 3 reveal that the respondents in items 7-12 had mean scores and standard deviations of 2.86 ± 0.98 , 2.84 ± 0.98 , 2.69 ± 1.03 , 3.12 ± 0.97 , 2.95 ± 0.89 and 2.94 ± 0.98 respectively. It clearly indicates that ensuring follow-up services on matters of sexual harassment of female students. The table also showed that all the respondents of the items had mean scores above 2.50. This indicates that establishment of accurate procedures for reporting sexual harassment in the tertiary institutions, orientation of students on their right and responsibility as students towards sexual harassment, proper administrative supervision of

lecturers' activities towards students at all time, ensuring follow-up services on matters of sexual harassment of female students, effective implementation of laws guiding sexual harassment of female students in tertiary institutions, and ensuring workable students' personnel management in tertiary institutions would help to reduce sexual harassment among female undergraduate students. The grand mean score of all the respondents was 3.39 with standard deviation of 0.97 which is greater than 2.50 benchmark of acceptance. Therefore, sexual harassment of female students could be reduced by the strategies surveyed.

Tests of Hypotheses

H_{01} : There is no significant difference in the mean ratings of lecturers and students on the causes of sexual harassment among female students in tertiary institutions in Ebonyi State?

Table 4: t-test summary on the significant difference between the mean rating of lecturers and students on the causes of sexual harassment among female students in tertiary institutions in Ebonyi State

Variables	N	Mean	SD	t-cal	Df	P-Value	Decision
Students	384	2.9605	0.38478	0.599	478	0.55	NS
Lecturers	96	2.9340	0.39698	0.588			

Data in table 4 showed that the mean scores of students and lecturers on the strategies for reducing the incidence of sexual harassment of female students in tertiary institutions in Ebonyi State were 2.9605 and 2.9340 with the standard deviation of 0.38478 and 0.39698 respectively. This indicates that both lecturers and students are of the same opinions on the major causes of sexual harassment in the tertiary institutions in Ebonyi State. It also showed a P-Value of 0.55 which is greater than the chosen level of significance, 0.05. Therefore, the null hypothesis which stated that there is no significant difference in the mean

ratings of lecturers and students on the causes of sexual harassment of female students in tertiary institutions in Ebonyi State was not rejected.

H_{02} : There is no significant difference in the mean ratings of lecturers and students on the strategies for reducing the incidence of sexual harassment of female students in tertiary institutions in Ebonyi State?

Table 5: t-test summary on the significant difference between the mean rating of lecturers and students on the strategies for reducing the incidence of sexual harassment of female students in tertiary institutions in Ebonyi State

Variables	N	Mean	SD	t-cal	Df	P-Value	Decision
Students	384	2.9119	0.41822	1.138	478	0.26	NS
Lecturers	96	2.8576	0.41674	1.140			

Data in table 5 showed that the mean scores of students and lecturers on the strategies for reducing the incidence of sexual harassment of female students in tertiary institutions in Ebonyi State were 2.9119 and 2.8576 with the standard deviation of 0.41822 and 0.41674 respectively. This indicates that both lecturers and students are of the same opinions on the strategies to reduce the incidence of sexual harassment in the

tertiary institutions. It also showed a P-Value of 0.26 which is greater than the chosen level of significance, 0.05. Therefore, the null hypothesis which states that there is no significant difference in the mean ratings of lecturers and students on the strategies for reducing the incidence of sexual harassment of female students in tertiary institutions in Ebonyi State was not rejected.

DISCUSSION

This study explored the trend of sexual harassment in tertiary institutions in Ebonyi State, Nigeria. Specifically, The Study sought to discover if female students report cases of sexual harassment to the school management and also investigate the number of staff caught for sexual harassment as well as disciplinary measures placed on them. The analysis of the trend showed that the pressure for dates (59%) and pressure for sexual intercourse among students or lecturers constitute the major aspect of sexual harassment in tertiary institutions in Ebonyi state. This finding was supported by the findings of [7] who

submitted that there was high incident of sexual promiscuity among students and lecturers in tertiary institutions as a result of friendship and pressure for dates. Although, most of the students find it difficult to reveal any incidence of sexual harassment especially the female students due to social rejection or stigma attached to it. This findings also corroborates the submission of [9] who said that multiple cases abound of female students that have been raped in broad daylight by a lecturer in his office or by male students (usually cultists) in an obscure location on campus. The sociological interpretation of this finding

could be that most of these students are dying in silence. Probably they are afraid of the consequences of reporting their lecturers. According to [14], sexual harassment is a crime that many students find difficult to report to authorities because of the social role of females in the society. Hence, to determine its prevalence is almost difficult in some social institutions.

The findings of the study also revealed that sexual harassment of female students were caused by failure of courses, drug addiction, poor economic condition, indecent dressing among others. This finding also in agreement with [7] whose findings held that sexual assault is mostly caused by inadequate security, drinking of alcohol and drug consumption, academic stress and disturbed emotion in higher institutions. Where this kind of antisocial act persists, it could lead to poor image projection of the institution and the society where it is situated, creates suspicion, hatred and difficulty in interpersonal relation and difficulty in sexual adjustment. Poverty has also been implicated as the major reason for many females yielding to sexual advances even when they are dissatisfied with such actions. This also has a direct link with influence of bad friends who motivates them to engage in unholy actions in order to belong to a particular social class their parents cannot afford. Most female students from poor background who have not developed clear values and future goals are particular target of negative peer influence. In addition, majority of the respondents illustrates that compelling female students for sexual harassment activities is the major nature of sexual harassment, while some of them opined that threatening to fail female students if she refuses sex as nature of sexual harassment, making sexual gestures and expressing sexual jokes/comments as nature of sexual harassment as well. This was confirmed by [5] that nature of sexual harassment varies such as inappropriate sexualized comments or gestures, unwanted physical contact and sexual assault or rape among

others. The implication of this is that it weakens the educational system and bridge.

The finding was also confirmed by the test of null hypothesis 1 which revealed no differences on the opinion of undergraduate students and lecturers on the causes of sexual harassment in tertiary institutions in Ebonyi State. According to [6], sexual assault may include rape, forced vaginal, anal or oral penetration, forced sexual intercourse, inappropriate touching, forced kissing, child sexual abuse, or the torture of the victim in a sexual manner.

The findings of the study finally revealed that incidence of sexual harassment of female students in tertiary institutions in Ebonyi State could be reduced by setting out procedures for reporting sexual harassment in the tertiary institutions, orienting students in interpersonal relationship devoid of antisocial behaviours, proper administrative supervision of lecturers' activities towards students at all time, ensuring follow-up services on matters of sexual harassment of female students, effective implementation of laws guiding sexual harassment of female students in tertiary institutions, and ensuring workable students' personnel management in tertiary institutions would help to reduce sexual harassment among female undergraduate students. This finding is in tandem with the idea of [9] who found that tertiary institutions in Nigeria have failed to maintain a workable and robust students' personnel management which invariably could reduce the menace of sexual harassment among female students. This finding was also supported by the test of null hypothesis 2 which revealed no significant differences on the opinion of students and lecturers on the strategies for reducing the sexual harassment among female students of tertiary institutions in Ebonyi state. The administrative implication of this result is that sexual harassment is inevitable because of human nature and sex roles, but it requires the implementation of

RECOMMENDATIONS

The following recommendations were made based on the findings of study:

- The authorities of tertiary educational institution should devise adequate measure to ensure that lecturers do not leak examination questions to female students as a means of sexually harassing them.
- Students' disciplinary committees should be made up of men and women with proven integrity so that cases of students' misbehaviour are not manipulated in exchange for sex.
- The Authority of the Universities, Polytechnics and Colleges of Education should ensure that only
- students who got up to cut-off scores are admitted.
- Authorities of tertiary education should ensure that bed spaces in various institutions are given out on the basis of "first come, first serve" policy and not on the basis of exchange for sex.
- Behaviours indicative of sexual harassment should be entrenched into the conditions of service of staff of tertiary education as well as faculty and students' handbooks to create the needed awareness.
- School administrators should encourage team teaching among lecturers to act as a check against female sexual harassment.

Administrative Implication of the Findings

- The implication of these findings to the administrators is that where this kind of antisocial behaviour persists, it could lead to poor image projection of the institution; and the society where it is situated, creates suspicion, hatred and difficulty in interpersonal relation and difficulty in sexual adjustment.
- This challenge poses problem to administrators who are faced with managing student victims who have been physically and psychologically battered. This type
- of student is prone to displaying unstable emotions which may impair their positive mindsets towards academic participation.
- The administrators have the challenge of understanding how to deal with students in a manner that does not expose the victims to social stigmatization. It implies that they should develop mechanism for monitoring and supervising the activities of lecturers with students to avoid sexual harassment in tertiary institutions.

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