

**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND  
TECHNOLOGY**

**OFFICE OF THE DEPUTY VICE-CHANCELLOR (PLANNING,  
ADMINISTRATION & FINANCE)**

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**INTERNAL MEMO**

**FROM:** Deputy Vice-Chancellor (PAF)

**DATE:** 2<sup>nd</sup> May, 2023

**TO:** All Members of Staff & Students

**DATE:** JOOUST/ADM/4/12/1

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**SUBJECT: CONSTITUENTS OF SEXUAL HARASSMENT OFFENCE**

Notice is hereby given to all employees and students of Jaramogi Oginga Odinga University of Science and Technology that the institution will not tolerate any form of sexual harassment in accordance with the University policy and the laws of Kenya.

Staff and students are specifically reminded that:

The University prohibits sexual harassment of and by its members in any form thus all members of staff and students have the right to work/study in an environment free of all forms of sexual harassment. Immediate action will be taken to prevent and remediate all instances of sexual harassment.

Sexual harassment in the workplace is rigorously prohibited, whether perpetrated by supervisors/lecturers or fellow colleagues.

Sexual harassment conduct include; unwanted sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature such as: Sexual jokes, lewd suggestions, whistling, obscene language, leering, obscene gestures, belittling comments on a person's anatomy or based on sex-role stereotypes, persistent demands for participation in certain social activities or requests for dates, asking about a person's private or sex life, explicit sexual suggestions in return for 'reward', unwanted physical contact of a sexual nature such as: touching, brushing, kissing, display of pornographic and / or sexually suggestive pictures, and / or sexual objects, sexually offensive written, telephone or electronic communications, indecent exposure; and dressing, sexual assault and rape, unwanted sexual favours in the workplace when this conduct explicitly or implicitly affects an individual's employment/studies.



**Prof. Dennis Ochuodho, PhD, Habil**

**AG. DEPUTY VICE CHANCELLOR (PLANNING, ADMINISTRATION & FINANCE)**

**Copy to:** Vice Chancellor  
Deputy Vice Chancellor (RIO)  
Deputy Vice Chancellor (AA)  
Registrars/CFO  
Deans/Directors  
HoDs/Notice Boards