Sexual harassment: FUOYE council clears VC, faults SSANU

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The Governing Council of the Federal University, Oye Ekiti. Ekiti State has absolved the Vice-Chancellor, Prof Abayomi Fasina, of sexual harassment.  
  
The complaint was brought against the vice-chancellor by a female staffer and the institution’s former acting Director of Works, Mrs Folasade Adebayo.  
  
The Registrar and Secretary to the council, Mufutau Ibrahim, said the council, among other resolutions at its 8th Extraordinary Meeting held on Tuesday, demanded letters of apology from Adebayo and two officials of the Senior Staff Association of Nigerian Universities, FUOYE branch.  
  
The institution has recently been enmeshed in crisis following a standoff between the vice-chancellor and some SSANU officials over allegations of sexual misconduct made against Prof Fasina by Adebayo.  
  
But Ibrahim, in a statement dated 8th April 2025, made available in Ado Ekiti on Wednesday, said the council, at the meeting, considered the reports of the investigative committees constituted on SSANU, FUOYE branch publications; alleged cases of sexual harassment levelled against the VC by Adebayo; and on internal review processes of promotion to professorial cadre using the assessment of Dr Ngozi Ole of the Department of Public and International Law, Faculty of Law, as case study.  
  
He stated, “On the alleged case of sexual harassment levelled against the VC, Prof Fasina, the council asked the VC to recuse himself from the meeting to ensure free and open deliberation on the report.  
  
“The audio recordings were listened to by all council members with the assistance of a translator.”  
  
Ibrahim stated that after an exhaustive discussion of the report, the council concluded that there was no sexual harassment case, noting that “Engr Folasade Adebayo never made any complaint of sexual harassment against the VC, howsoever.”  
  
He said that the council’s submission confirmed “the earlier investigation by the Nigeria Police Force whereby Adebayo had made a statement that she was not sexually harassed.  
  
“All documents relied on in the investigation by the committee were attached to the report (NPF report, audio tapes, their transcripts, correspondences by the VC and Adebayo, minutes of management meetings etc).”  
  
According to the registrar, “Council condemned the recording of the VC without his knowledge and consent.  
  
“All members of council agreed that the recordings were tools for blackmail to confirm Adebayo as substantive Director of Works, which the VC has no authority to do, and that contrary to Adebayo’s allegation that she was removed as acting director of works and services, her tenure instead expired.  
  
“Council directed that Engr. Adebayo, be warned for bringing the name of the university to disrepute. She is also directed to write a letter of apology to the council within seven days.  
  
“Council directed that the VC, Prof Fasina, be advised in writing to be more careful and circumspect in dealing with subordinates.”  
  
The council condemned the management for the preferential treatment meted out to Adebayo by backdating her promotion to 2015 in 2024.  
  
“Council directed that management be formally warned to desist from such acts and that the unwarranted backdated promotion be reviewed appropriately.  
  
“Council will set up a peace and reconciliation committee to look into all issues within the university,” the registrar added.  
  
Ibrahim also said the council considered the report of the investigative committee on SSANU FUOYE branch publications along with the minority report by the governing council on the chairman and secretary of SSANU FUOYE branch, Mr Benjamin Faleye and Mrs Ayomikun Aluko, respectively.  
  
He said, “Both (Faleye and Aluko) were found culpable of misconduct, but the council graciously lifted their suspension with forfeiture of their half salaries during the period.  
  
“They are also to write letters of apology and undertaking to abide by the university laws within seven days.”  
  
Regarding internal review processes for promotion to professorial cadre with a case study on Dr Ngozi Ole, the council reviewed its internal processes for promotion, identified weaknesses and decided on the steps to strengthen internal promotion exercise procedures.  
  
Ibrahim added that the council would soon come up with “policies on cyber-bullying, use of social media, community and public relations,” adding that the council would soon advertise for the substantive positions of Director of Physical Planning and Director of Works and Services.