Dr Morumph

UNIVERSITY OF DELTA,
AGBOR DELTA STATE NIGERIA

POLICY ON
PLASTIC WASTE MANAGEMENT AND ENVIRONMENTAL SUSTAINABILITY

Submitted Jan. 2026

1) Reg
For Senate Consideration
14/1/26

2) DR. (Sm)
Pls prepare for Senate
19/1/26

CHAPTER ONE
INTRODUCTION

1.1 History of University of Delta, Agbor.

The University of Delta, Agbor, Delta State, Nigeria is a public University established by the Act of Delta State House of Assembly on 25th February, 2021. The establishment of the University was a direct response of the Government of Delta State to the burning need of more credible tertiary institutions needed to address the yearning of the teeming youths of Delta State and the broader South-South, Nigeria desiring for qualitative University education.

1.2 Background

Plastic waste and other environmental wastes poses a significant environmental, public health, and aesthetic challenge within University campuses in Nigeria. The increasing improper disposal of waste (plastic packaging materials, bottled water, laboratory plastics, and single-use products) has resulted to blocked drainage systems, visual pollution, and ecological degradation.

The University of Delta, Agbor, in recognition of its responsibility as a centre of learning, innovation, and community leadership, commits to sustainable environmental practices through the institutionalization of a structured plastic waste management and environmental sustainability centre. The establishment of a Centre for Plastic waste management and environmental sustainability reflects the University's commitment to environmental stewardship, climate action, youth empowerment, research advancement, and circular economy principles. A centre for

A centre for Plastic Waste Management and Environmental sustainability emerged from the Plastic Waste Management Project (PWMP), a sustainability-driven initiative funded under the FEF-209 Grant. The grant was awarded to support tertiary institutions in addressing plastic pollution through infrastructure development, capacity building, research, and community engagement. The grant facilitated the procurement of plastic baling and crushing equipment, construction of plastic recycling sites, establishment of waste segregation points, refurbishing and furnishing of project office for plastic waste recycling and management; training of staff and students, sensitization programs across campuses/host communities and interdepartmental collaboration. The PWMP represents a transition from conventional waste disposal to resource recovery, repurposing value addition.

The Policy on plastic waste management and environmental sustainability is imperative as it provides the institutional framework for the sustainable management of waste through the establishment of a centre of Plastic Waste Management and Environmental Sustainability and operation of the recycling plant at the University of Delta, Agbor. The Vice Chancellor, Prof. (Mrs.) Stella Chinye Chiemeke, has taken further interest in the management of environmental waste in the University campuses being the team lead of the research group that won the France

Embassy (FEF-209) grant of plastic waste management for the University in October 2024. The laureates of the French Embassy 209 plastic waste management research are as follows:

I.	Prof. Mrs. Stella Chinye Chiemeke	Faculty of Computing
II.	Prof. Mrs. Patricia Etuna Mbah	Faculty of Education
III.	Dr. Ejaita Abugor Okpako	Faculty of Computing
IV.	Dr. Mrs. Felicia Ofuma Mormah	Faculty of Education
V.	Dr. Mrs. Edith Unoma Okoh	Faculty of Science
VI.	Dr. Chiadika Inono Omoruyi	Faculty of Science
VII.	Engr. Endurance Odili Ashibudike	Faculty of Engineering
VIII.	Ms. Isioma Cynthia Asikadi	Faculty of Science
IX.	Engr. Mrs. Juliet. Chinenye Mbah	Faculty of Engineering

1.3 Vision of the Policy

To position University of Delta, Agbor as a leader in the responsible disposal of waste, responsible management of plastic waste through reduce, reuse and recycling approaches as well as to ensure environmental sustainability through research, and practices that advances environmental sustainability. This policy shall advance knowledge, innovation, and socioeconomic development, producing graduates that are eco-friendly, critically engaged, and capable of leveraging research to solve local, national and international challenges relating to environmental waste. This aligns with the vision of the University to be internationally recognized as an institution with a global perspective that meets the dynamic needs of society by educating future leaders who shall embrace value creation for the growth of mankind and ensure environmental sustainability.

1.4 Mission of the Policy

To provide a policy framework that guides the University of Delta, Agbor in environmental protection, reduce plastic pollution, improve campus cleanliness, prevent environmental degradation, ensure resource recovery and circular economy, convert plastic waste into recyclable raw materials , capacity building and job creation, behavioural change and awareness, promote responsible plastic use and waste segregation culture thereby positioning the University as a model eco-friendly campus in Nigeria.

1.5 Thematic Scope

Overall, this policy sets out the guidelines for the use of plastic in the University of Delta. It springs from the fundamental approach to support plastic waste management, while learning from emerging themes in the international plastic waste management policy arena. The policy is designed to promote ethical and educational use of plastics fostering learning and innovation while protecting against certain risks that plastic poses to University of Delta, Agbor and its Environs.

1.6 Applicability and Use

a. This policy applies to all members, components and organizations in the University including:
   i. Staff (all categories, including adjuncts and contract staff)
   ii. Students
   iii. Organs and structures (divisions, units, departments, institutes, centres, faculties, committees, boards, etc.)
   iv. University community-based organisations /bodies (associations, unions, of staff and students)
   v. Businesses and business premises
   vi. External collaborators and contractors

   Note: Compliance is mandatory irrespective of the status or affiliation.

b. This policy shall be used in conjunction with other regulatory documents and statements of the University and its units especially those regarding waste management.

c. This policy shall guide relationships, agreements, memoranda of understanding and contractual arrangements.

1.7 Policy Objectives

In line with the aspiration of the University to domesticate and advance plastic waste management and environmental sustainability, the following shall be the policy objectives:

a. To empower the University systems by promoting domestication of best practices of plastic use and its management.

b. To provide a regulatory framework for responsible use of plastic and its management.

c. Recycle all plastic waste generated on campus.

d. Promote segregation of plastic waste at source.

e. Encourage innovative approaches and initiatives in plastic waste materials management.

f. Promote environmental awareness and behavioral change.

g. Ensure compliance with national and international environmental regulations.

h. To provide a mechanism through which the University's Management and other stakeholders can invest in the development of plastic waste management initiatives.

1.8 Responsible Executive(s)

Policies and Procedures Manual: "The University officer or other authorized institution official who serves as the sponsor and/or initiator of the policy."

The responsible executive shall be the Director, Centre for Plastic Waste and Environmental Sustainability

Functions of the Directorate

- The Directorate shall be the central authority responsible for policy implementation.

- Operational management of the recycling plant.
- Policy enforcement and compliance monitoring.
- Budgeting and revenue management.
- Data collection and reporting.
- Stakeholder engagement and partnerships.

1.9 Responsible Office

Policies and Procedures Manual: "The office, unit, or department that owns and administers the policy."

The responsible office shall be the Centre for Plastic Waste and Environmental Sustainability

1.10 Effective Date

The effective date shall be 1st of January, 2026.

CHAPTER TWO
POLICY GOVERNANCE

2.1 Structure, Roles and Responsibilities

a. **University administration.** The University administration shall:

i. Support the Centre for Plastic waste management and environmental sustainability to perform its functions, including leadership role in plastic waste management in the University

ii. Provide resources for responsible use of plastic and capacity building

iii. Support systems that use and build capacity in plastic waste management in the University

iv. Strengthen cascading levels of plastic waste management governance in the University.

b. **Centre for Plastic Waste Management and Environmental Sustainability.**

The Centre shall be:

i. The custodian and chief implementing agency of the Plastic Waste Management and Environmental Sustainability Policy of the University.

ii. Guided by this policy and other governance instruments that it shall develop for itself.

iii. The central platform for Plastic waste and environmental sustainability and activities in the University

c. **Systemwide Plastic waste Management Governance:** All faculties, centres, institutes, directorates, departments, units, non-academic sections of the University shall have the power to set up plastic waste management committees for their purposes. This should be done in conjunction with the centre for Plastic Waste Management and Environmental Sustainability.

2.2 Planning

The development and deployment of plastic waste management and environmental sustainability shall be conducted using continuous planning processes at all levels.

2.3 Implementation

The implementation of plastic waste management and environmental sustainability policy shall be plan-driven, resource-driven and conducted with focus on achieving objectives and targets at all levels.

2.4 Monitoring, Evaluation and Feedback

Monitoring, evaluation and feedback shall:

a. Be planned processes that will use tools and computational and non-computational indicators.

b. Prioritize audits, service evaluations and performance measures.

c. Make provision for continuous feedback loops to strengthen plastic waste management and environmental sustainability.
d. Use communication mechanisms to share lessons horizontally and vertically in the University's plastic waste management and environmental sustainability systems

2.5 Quality Assurance

a. The University shall commit to ensuring best practices in plastic use in all its mandates including education, research, innovation, administration and community service.
b. Quality assurance shall entail the development and use of clear guidelines and protocols on plastic use to enable continuous standardization of practices and ensure environmental sustainability and ecofriendly campuses.

2.6 Funding

a. The University shall:
   i. Fund and support the Centre for Plastic Waste Management and environmental Sustainability
   ii. Support and promote internal and external revenue generation from plastic waste management and environmental sustainability initiatives.
b. The sources of plastic waste management and environmental sustainability funding shall include:
   i. Revenue allocation by the University
   ii. Income accruing from partnerships and collaborations
   iii. Income accruing from projects and services
   iv. Grants
   v. Reinjection of cost savings
   vi. Philanthropy
   vii. External sources.

2.7 Empowerment to Develop Subsidiary Policies

All levels of plastic waste management and environmental sustainability governance shall have the power to develop their policies and guidelines, subject to the provisions of this policy.

2.8 Review and Revision

This policy shall be reviewed as necessary and:

a. In line with emerging trends and advancements in plastic waste management
b. In response to cumulative experiences and lessons in plastic waste management and utilization as regards to emerging challenges.

2.9 ROLES AND RESPONSIBILITIES OF STAKEHOLDERS (Expanded)

2.9.1 Senate

Approves policy and amendments;

Receives performance reports.

2.9.2 University Management

Provides institutional support and funding;

Ensures policy enforcement.

2.9.3 Deans

Ensure faculty-level compliance;

Integrate CPWMES into academic activities.

2.9.4 Environmental Committee

Provides oversight and evaluation;

Advises Senate and Management.

2.9.5 Security Personnel

Enforce segregation and disposal rules;

Prevent vandalism and illegal dumping.

2.9.6 Students and Plastics use

Students shall:

Practice responsible consumption;

Segregate plastic waste;

Participate in CPWMES activities;

Serve as environmental ambassadors.

2.9.7 Staff and Plastic use

Staff shall:

Lead by example;

Ensure compliance in offices and labs;

Support enforcement initiatives.

2.9.8 Penalties and Sanctions

Sanctions are corrective, not punitive, and include:

Warnings;

Community service;

Fines;

Disciplinary actions under University statutes;

Referral to authorities where necessary.

2.9.9. Incentives and Rewards

Incentives aim to motivate excellence and include:

Awards and certificates;

Research and internship opportunities;

Departmental recognition;

Reinvestment of recycling revenue.

2.10. Performance Indicators

KPIs include:

Waste volume processed;

Reduction in litter;

Participation levels;

Research and innovation outputs;

Financial sustainability metrics.

2.19. Monitoring, Review, and Amendment

Monitoring shall be continuous.

Policy review shall occur every two years or as directed by the University Senate.

CHAPTER THREE

SENSITIZATION AND ADVOCACY

3.0 Introduction

The University of Delta, Agbor recognizes that plastic waste management and environmental sustainability can only be achieved through continuous sensitization and advocacy that promote positive behavioural change, institutional ownership, and collective responsibility. This Chapter establishes a structured framework for awareness creation, environmental education, skills development, and stakeholder engagement to support the effective sustainability of the Plastic Waste Management and Environmental Sustainability Policy.

Sensitization and advocacy initiatives under this Policy shall aim to foster a culture of waste reduction, responsible plastic use, segregation at source, recycling, and eco-friendly environment in line with the University's vision of becoming a model green campus and a leader in sustainability research and innovation.

3.1 Objectives of Sensitization and Advocacy

The sensitization and education programme of the University shall seek to:

a. Promote awareness of the environmental, health, and socioeconomic impacts of waste (plastic waste and others.
b. Encourage responsible waste segregation and disposal practices (plastic and other wastes).
c. Build human capacity within the university community in waste management.
d. Support behavioural change towards reduce, reuse, and recycle (3R) principles.
e. Integrate environmental sustainability into teaching, research, and community engagement.
f. Strengthen institutional commitment to waste management and circular economy practices.

3.2 Sensitization and Awareness Strategies

The University shall implement continuous and inclusive sensitization/ advocacy strategies coordinated by the Centre for Plastic Waste Management and Environmental Sustainability (CPWMES) in collaboration with Faculties, Departments, Units, and Student bodies.

Sensitization strategies shall include:

3.2.1. Campus-wide Awareness Campaigns

Regular awareness campaigns shall be conducted across the University using seminars, workshops, exhibitions, rallies, and environmental events to educate the University community on waste management practices and policy requirements.

3.2.2. **Orientation Programmes**
Plastic waste management and environmental sustainability shall be incorporated into:

a. Orientation programmes for newly admitted students;
b. Induction programmes for newly employed staff;
c. Briefings for contractors, vendors, and service providers operating on campus.

3.2.3. **Information, and Communication (IC) Materials**
The University shall deploy posters, banners, signages, flyers, digital notices, and branded waste bins at strategic locations to reinforce key messages on waste management.

3.2.4. **Environmental Campaign Days**
The University shall commemorate relevant environmental day such as World Environment Day (June 5), quarterly university plastic clean up drive events to reinforce sustainability consciousness and community participation. In addition, the University may observe Delta state and Local Governments environmental clean-up/sanitation activities.

3.3 Environmental Management and Capacity Building

Environmental management and capacity building shall serve as a core pillar for long-term sustainability, innovation, and leadership development within and outside the University.

3. 3.1. **Curriculum Integration**
Faculties and Departments shall be encouraged to integrate waste management (plastic and others), environmental sustainability, and circular economy concepts into academic curricula, research projects, and practical sessions where applicable. Students should register for a Mandatory Community Service Course with zero credit at 100 level on admission into the University Subject to University Senate approval.

3.3.2. **Training and Workshops**
The University shall sponsor and organize periodic training programmes and workshops for academic and non-academic staff; environmental officers and plant personnel; Student volunteers and environmental clubs. Training shall cover waste segregation techniques, recycling processes, occupational health and safety, data collection, and sustainability best practices. In addition, the university should encourage innovative research in plastic waste and other waste management projects.

3.3.3 **Student Engagement and Volunteerism**
Students shall be actively engaged through:

- Environmental and sustainability clubs;
- Volunteer programmes supporting waste collection, sorting, and advocacy;
- Research projects, internships, and service-learning initiatives linked to plastic waste management.

Such engagement shall promote experiential learning and the development of responsible eco-friendly graduates.

3.4 Roles and Responsibilities in Sensitization and Education

3.4.1. Centre for Plastic Waste Management and Environmental Sustainability (CPWMES)

The Centre shall:

a. Design, implement and coordinate sensitization and education programmes relating to plastic waste management and environmental sustainability.
b. Develop training materials and guidelines.
c. Facilitate capacity-building activities.
d. Maintain records and evaluate programme effectiveness.
e. Collaborate with other stake holders within and outside the university.
f. Contribute to internal generated revenue (IGR) of the University and make annual budgetary allocation.
g. Make appropriate recommendations for the sustainability of the Center.

3.4.2. Faculties, Departments, and Units

All academic and administrative units shall:

a. Support sensitization activities within their areas of responsibility;
b. Ensure participation of staff and students;
c. Promote responsible plastic use and segregation practices in offices, laboratories, lecture halls, and hostels.

3.4.3. Students and Staff

Students and staff shall:

a. Participate actively in sensitization and education programmes relating to plastic waste management and environmental sustainability.
b. Serve as ambassadors of environmental sustainability;
c. Support peer education and awareness initiatives.

3.5 Community Engagement and Outreach

The University shall extend sensitization and education programmes to host communities, secondary schools, and partner institutions in line with cooperate social responsibility. This outreach shall strengthen community-University collaboration and position the University of Delta, Agbor as a leader in environmental sustainability advocacy.

3.6 Monitoring and Evaluation

The effectiveness of sensitization and education programmes shall be monitored through participation records, feedback mechanisms, and periodic assessments conducted by the Centre. Lessons learned shall inform continuous improvement and innovation in environmental education and awareness strategies as well as making appropriate recommendations to the university management.

3.7. Collaboration with Industry and Other Stake holders.

The University through the centre for Plastic Waste Management and Environmental Sustainability shall collaborate with industries, institutions and other stake holders to foster technical support, industrial training for students and staff, innovations technology transfer where necessary.

3.8. Policy Alignment

All sensitization and education activities shall align with:

a. The vision, mission, and objectives of the Plastic Waste Management and Environmental Sustainability Policy;
b. The governance and implementation framework of the University;
c. Applicable international, national and local environmental sustainability goals and best practices.

Chapter Four
COMPLIANCE, ENFORCEMENT, SANCTIONS AND DISPUTE RESOLUTION

4.1 Compliance Obligations

Compliance with this Policy is mandatory for all members of the University community and all entities operating within the University of Delta, Agbor. This includes, but is not limited to, students, staff, management, visitors, contractors, vendors, business operators, and external collaborators.

All persons and units within the University shall comply with approved guidelines on plastic use, waste segregation, collection, storage, recycling, and disposal as prescribed by the Centre for Plastic Waste Management and Environmental Sustainability (CPWMES). Compliance shall apply to academic, administrative, residential, commercial, and recreational activities on campus.

No individual, Unit, Department, Faculty and Organization shall engage in practices that undermine the objectives of this Policy, including indiscriminate disposal of plastic waste, obstruction of waste segregation systems, vandalism of waste management infrastructure, or unauthorized handling of recyclable materials.

4.2 Compliance Monitoring and Reporting

The Centre for Plastic Waste Management and Environmental Sustainability (CPWMES) shall be the principal body responsible for monitoring compliance with this Policy. Monitoring mechanisms shall include, but not be limited to:

a. Routine inspections of offices, laboratories, hostels, lecture halls, and business premises;
b. Periodic environmental audits and waste characterization studies.
c. Review of operational records from the center waste management Plants.
d. Collection and analysis of plastic waste data and performance indicators.
e. Submission of compliance reports by Faculties, Departments, and Units.

All faculties, departments, and units shall cooperate fully with compliance monitoring activities and shall submit periodic reports as required. Failure to submit required reports or deliberate provision of false information shall constitute non-compliance.

4.3 Enforcement Mechanisms

Enforcement of this Policy shall be progressive, educational, and corrective, with emphasis on behavioural change and environmental responsibility. The University shall deploy the following enforcement mechanisms:

a. Issuance of compliance directives and corrective notices.
b. Engagement through sensitization and advisory sessions.
c. Collaboration with Deans, Directors, Heads of Departments, Hostel Administrators, and Unit Heads.
d. Support from Security Personnel to prevent illegal dumping, vandalism, and non-compliant activities.
e. Temporary suspension of activities or services linked to persistent non-compliance.

The Centre shall work in collaboration with relevant University committees, security units, and administrative offices to ensure effective enforcement.

4.4 Non-Compliance and Sanctions

This section provides a structured framework for addressing violations in a fair, transparent, and corrective manner. This policy applies to all students, academic and non-academic staff, contractors, vendors, and visitors within the University of Delta, Agbor. Compliance is mandatory regardless of status, rank, or duration of stay on campus.

Non-compliance with this Policy shall attract appropriate sanctions consistent with University regulations and statutes. Sanctions shall be corrective rather than punitive, and shall be applied proportionately based on the severity, frequency, and intent of the violation.

Violations under this policy include, but are not limited to:

a. littering or indiscriminate disposal of plastics.
b. Obstruction of waste management personnel in the process of discharging their duties.
c. Vandalization and misuse of waste management infrastructure.
d. Non-compliance with directives issued by the Directorate of Waste Management and Environmental Sustainability.
e. Dereliction of duties by staff of the center

Offences shall be classified as minor, moderate, or major depending on their frequency, severity, and environmental impact. Repeated minor offences may be reclassified as moderate or major offences at the discretion of the enforcement authority.

Sanctions may include:

a. Verbal or written warnings;
b. Mandatory participation in environmental education or community service;
c. Payment of fines as approved by the University;
d. Withdrawal of operational privileges or access to facilities;
e. Disciplinary action in accordance with University staff or student disciplinary procedures;
f. Referral to relevant regulatory or law enforcement authorities where applicable.

Specific sanctions are described in section 4.4.2 to 4.4.4.

4.4.2 Sanctions for Students

Students found in violation of this policy shall be subjected to verbal or written warnings, mandatory participation in environmental clean-up exercises, fines as approved by University Management, withdrawal of privileges, or referral to the Student Disciplinary Committee in accordance with existing University regulations.

4.4.3 Sanctions for Staff

Staff members who violate this policy shall receive formal warnings, be required to undergo environmental compliance training, face suspension of certain privileges, or be subjected to disciplinary procedures in line with the University Staff Conditions of Service.

4.4.4 Sanctions for Contractors and Visitors

Contractors and visitors who fail to comply with this policy shall be issued warnings, sanctioned, have their contracts terminated, or be barred from the University campus, depending on the severity of the offence. Contractors may also be required to repair or replace damaged infrastructure at their own cost, where applicable. In addition, vendors and business owners, who fail to comply with this policy shall be evicted or face sanctions depending on the severity.

The University management through the Center of Plastic Waste Management and Environmental Sustainability, in collaboration with University Security Services, University Servicom and other relevant University Units or Departments, shall enforce this policy. All violations shall be documented, investigated, and reported through established channels to ensure transparency, consistency and adherence.

4.5 Incentives for Compliance

The University through the centre for Plastic Waste Management and Environmental Sustainability shall collaborate with industries, institutions and other stake holders to foster technical support, industrial training for students and staff, innovations technology transfer where necessary.

3.8. Policy Alignment

All sensitization and education activities shall align with:

a. The vision, mission, and objectives of the Plastic Waste Management and Environmental Sustainability Policy;
b. The governance and implementation framework of the University;
c. Applicable international, national and local environmental sustainability goals and best practices.

Chapter Four
COMPLIANCE, ENFORCEMENT, SANCTIONS AND DISPUTE RESOLUTION

4.1 Compliance Obligations

Compliance with this Policy is mandatory for all members of the University community and all entities operating within the University of Delta, Agbor. This includes, but is not limited to, students, staff, management, visitors, contractors, vendors, business operators, and external collaborators.

All persons and units within the University shall comply with approved guidelines on plastic use, waste segregation, collection, storage, recycling, and disposal as prescribed by the Centre for Plastic Waste Management and Environmental Sustainability (CPWMES). Compliance shall apply to academic, administrative, residential, commercial, and recreational activities on campus.

No individual, Unit, Department, Faculty and Organization shall engage in practices that undermine the objectives of this Policy, including indiscriminate disposal of plastic waste, obstruction of waste segregation systems, vandalism of waste management infrastructure, or unauthorized handling of recyclable materials.

4.2 Compliance Monitoring and Reporting

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e. Submission of compliance reports by Faculties, Departments, and Units.

All faculties, departments, and units shall cooperate fully with compliance monitoring activities and shall submit periodic reports as required. Failure to submit required reports or deliberate provision of false information shall constitute non-compliance.

4.3 Enforcement Mechanisms

Enforcement of this Policy shall be progressive, educational, and corrective, with emphasis on behavioural change and environmental responsibility. The University shall deploy the following enforcement mechanisms:

a. Issuance of compliance directives and corrective notices.
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c. Collaboration with Deans, Directors, Heads of Departments, Hostel Administrators, and Unit Heads.
d. Support from Security Personnel to prevent illegal dumping, vandalism, and non-compliant activities.
e. Temporary suspension of activities or services linked to persistent non-compliance.

The Centre shall work in collaboration with relevant University committees, security units, and administrative offices to ensure effective enforcement.

4.4 Non-Compliance and Sanctions

This section provides a structured framework for addressing violations in a fair, transparent, and corrective manner. This policy applies to all students, academic and non-academic staff, contractors, vendors, and visitors within the University of Delta, Agbor. Compliance is mandatory regardless of status, rank, or duration of stay on campus.

Non-compliance with this Policy shall attract appropriate sanctions consistent with University regulations and statutes. Sanctions shall be corrective rather than punitive, and shall be applied proportionately based on the severity, frequency, and intent of the violation.

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4.4.4 Sanctions for Contractors and Visitors

Contractors and visitors who fail to comply with this policy shall be issued warnings, sanctioned, have their contracts terminated, or be barred from the University campus, depending on the severity of the offence. Contractors may also be required to repair or replace damaged infrastructure at their own cost, where applicable. In addition, vendors and business owners, who fail to comply with this policy shall be evicted or face sanctions depending on the severity.

The University management through the Center of Plastic Waste Management and Environmental Sustainability, in collaboration with University Security Services, University Servicom and other relevant University Units or Departments, shall enforce this policy. All violations shall be documented, investigated, and reported through established channels to ensure transparency, consistency and adherence.

4.5 Incentives for Compliance

4.6.4 Roles and Responsibilities

a. The Centre shall manage dispute resolution processes and ensure compliance.

b. University Management and Committees shall provide oversight and final determinations where required.

c. All parties shall cooperate in good faith and comply with decisions.

4.6.5 Timeframes

Informal resolution shall occur within fourteen (14) days, and formal review within thirty (30) days, subject to University procedures.

4.6.6 External Referral

External referral shall occur only after exhaustion of internal University mechanisms or where required by law.

4.7 Legal and Regulatory Alignment

This Policy shall be implemented in alignment with relevant national and international environmental laws, regulations, and best practices, including applicable Nigerian environmental regulations. Where conflicts arise, the higher regulatory standard shall prevail.

4.8 MONITORING, EVALUATION, AND REPORTING

The directorate of Plastic Waste and Environmental Sustainability shall be responsible for coordinating and monitoring the implementation of this policy framework. The instruments shall include:

a. Annual institutional plastic waste and environmental sustainability reports (to assess progress, challenges, updates, and ensure it's the continue sustainability of the center and the project) submitted to the University management.

b. To conducted Key Performance Indicators (KPIs) shall be developed to track adoption and progress in teaching, research, and administration. The Monitoring and Evaluation metrics and the Coordination roles are indicated in Table 1 below:

Table 1. Monitoring and evaluation metrics

Strategic Pillar	Key Indicators
Sensitization and Advocacy	Number of Faculties, Departments, Units and Individuals that are compliant with PWMES policy.
Capacity Building	Number of trained staff members, fellowships, research outputs, through the directorate.
Curriculum Reform	Number of sustainability courses/programmes, student and participation, audit results of the sustainability research outputs.

Infrastructure and Ecosystem	Availability of needed machines and maintenance culture, acquisition of more machines.
Policy and Ethics	Number of Faculties/Departments/Units with established plastic waste management and environment sustainability committees, Governance committees, Functional Plastic waste management and environmental sustainability Compliant Ethics boards, and compliance with relevance laws.
Industry Liakages	Number of partnerships, internships, and commercialised outputs.
Societal Impact and Innovation	Research outputs, patents, start-ups, and sustainability research projects solving community challenges.
Universal Ranking in Waste Management and Environmental Sustainability	Number of participatory involvements in universal rankings and possible outcomes.

4.8.1 EXPECTED OUTCOMES

The expected outcomes from this policy framework include:

a. Prepare eco-friendly graduates that are conscious of environmental sustainability.
b. Ensure that the University is eco-friendly.
c. Increase plastic and environmental sustainability -related research outputs and innovations.
d. Strengthen global visibility of University of Delta on environmental sustainability.
e. Improve host community consciousness and behavioural change towards waste management and environmental sustainability.
f. Contribute to the internal generated revenue of the University secular economy.

Chapter Five
CONCLUSION

5.0 Conclusion

This policy framework ensures that University of Delta, Agbor embrace plastic waste management and environmental sustainability in a responsible, ethical, and globally competitive manner. This is achievable by integrating waste management and environmental sustainability into governance, teaching, and research. The University will strengthen quality assurance, foster innovation, and contribute significantly to Nigeria's climatic ecosystem, sustainable and green environment initiatives, as well as human capital development of the state and the country in general.

5.1 RECOGNITION OF TET 2019 RESEARCH TEAM MEMBERS WHO DRAFTED THIS POLICY DOCUMENT

Title	Surname	Other Names	Role	Faculty
Prof.	Chiemeke	Stella Chinye	Project Team Leader	Computing
Prof.	Mbah	Patricia Etuna	Project Coordinator	Education
Assoc. Prof	Okpako	Abugor Ejaita	Data Analyst/IT Expert	Computing
Dr.	Mormah	Ofuma Felicia	Project financial expert/Planning & Management	Education
Dr.	Okoh	Edit	Plastic Waste innovation expert	Science
Dr	Onoriyi	Chiadika	Environmenta l Chemist? Chief Scientist	Science
Engr.	Ashibudik e	Endurance Odili	Chief Technical Officer	Engineering
Engr.	Mbah	Chinenye Juliet	Technical Officer	Engineering
Ms.	Asikadi	Isioma Cynthia	Health & Safety/ Public Relation Officer	Science