SEXUAL HARASSMENT at work







Sexual harassment is unwanted and offensive behaviour of a sexual nature that violates a person's dignity and makes them feel degraded, humiliated, intimidated or threatened.



Sexual harassment is illegal in most countries.



If you or someone else has been sexually harassed at work you need to REPORT IT



IT IS NOT YOUR FAULT.

YOU ARE NOT ALONE.

Sexual harassment



@ work | You have safe en

anywhere you carry out your work You have a right to work in a safe environment, free from sexual harassment.

On-site spaces

In the office, newsroom or on set

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Off-site spaces
In the field doing

research and interviews

Social events organised by your organisation

Online spaces

Communicating with people for your work

Work-related events

Conferences, business trips, training sessions

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is not about sex; it is about POWER.

It happens where there are **unequal relationships** e.g. superior/manager and subordinate. This often leads to sexual harassment that is 'quid pro quo'.



- A person is forced to submit to sexual harassment in return for employment benefits such as a promotion, big assignment, or to keep their job
- A person's employment is affected when they reject or stand up to sexual harassment, such as being fired, demoted, or losing assignments.



There are deep and lasting effects for the person who has been sexually harassed.



psychological

Emotional/



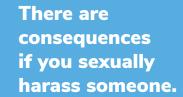
Physical



Professional

What counts as sexual harassment?

Ultimately, it is the person on the receiving end of the behaviour who decides whether it is unwanted or offensive.



Professional

Legal/police

Warning
Suspension
Dismissal
Unemployment.

Court
Compensation payments
Prison.

Social

Shunned by friends and colleagues
Shame your family.



Physical

When someone uses physical pressure or force to have sexual contact with another person against their will.

Rape
Groping
Forced kissing
Stroking



Verbal

Someone gives another person unwanted sexual attention through verbal or written comments or conversation.

Unwanted Calls And Messages

Sexually Suggestive Remarks

Catcalling
'Dirty' Jokes



Non-verbal

Someone gives another person unwanted sexual attention through noises or actions at a distance.

Looking Someone Up
And Down

Winking Or

Blowing Kisses

Stalking

Displaying Explicit Posters



Sexual harassment vs romantic gesture?

If you are romantically interested in someone, treat them with **respect** and dignity in everything you do and say.



Rape is penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim/survivor.

Rape or sexual assault is a criminal offence in most countries.



Sexual harassment tends to happen more frequently when alcohol or other intoxicating substances are present.

