

SEXUAL HARASSMENT at work



women in news



What you need to know

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** to someone with responsibility.



@ work
anywhere you carry out your work

You have a right to work in a safe environment, free from sexual harassment.

IT IS NOT YOUR FAULT. YOU ARE NOT ALONE.



Sexual harassment 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'.

'QUID PRO QUO' sexual harassment is when:

- 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.**



Emotional/psychological



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.



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

There are **consequences** if you sexually harass someone.

Professional

Warning
Suspension
Dismissal
Unemployment.

Legal/police

Court
Compensation payments
Prison.

Social

Shunned by friends and colleagues
Shame your family.

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.