SEXUAL HARASSMENT at work

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

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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 consequences if you sexually harass someone.

Professional
- Warning
- Suspension
- Dismissal
- Unemployment

Legal/police
- Court
- Compensation payments
- Pensions

Social
- Shunned by friends and colleagues
- Shamed your family

Sexual harassment is not about sex; it is about POWER.

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

On-site spaces
- In the office, newsroom or on set

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

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

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

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.

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
- 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.

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