

Sexual Harassment

SEA: Sexual
Exploitation and
Abuse

GBV: Gender
Based Violence



This course contains and covers difficult, personal, sensitive material. Some Ground Rules:

- This room is a safe space.
- Only share information if you want to.
- Feel free to leave the room at any time without asking.
- Do not discuss shared information outside this room - unless initiated by the snarer.
- Counselling and support is available for anyone who wishes it.
- As the nature of the content will be explicit at times, we will remain professional and supportive to each other.
- There are no bad or wrong questions to ask.
- Do ask if there are words you are unfamiliar or unsure about.



Is this acceptable?



Is this acceptable?



What is Sexual Harassment?

- Write down what you think this means ...
- This covers staff on staff situations.
- Inappropriate touching.
- Inappropriate comments and innuendo.
- Inappropriate gesticulations.
- Sending messages, emails or texts with a sexual content.
- Sharing inappropriate images or videos.



What is Sexual Harassment?

- Inappropriate touching.
- Inappropriate comments and innuendo.
- Inappropriate gesticulations.
- Sending messages, emails or texts with a sexual content.
- Sharing inappropriate images or videos.
- Repeatedly asking to meet up.



What is coercion?

- Discuss and write down what you think this means ...
- Offering something (e.g. a promotion) subject to sexual favours.



When does having a laugh turn into Sexual Harassment?

- The simple answer is that it is never fun for the victim – only the perpetrator.
- Just because someone laughs, or even joins in, does not mean they are enjoying the situation. It is probably just a way of coping. They are wanting it to stop. But how?

It is not a
Joke
It is sexual
Harassment.



SEXUAL HARASSMENT
IS NO JOKE

What should you do?

- If you or someone you know is being coerced into sex or providing favours for a reward at work?
- Report it to your manager.
- And if it's your manager who's doing the coercing?
- Report it to their manager.



How can you stop Sexual Harassment?

- Don't join in the conversation.
- It's not rude to ignore someone who is being rude to you.
- Be brave - say how you feel.
- Tell your colleague
- Believe in the system – it is there to protect you.
- If the harassment continues, report it to your manager.
- If your manager is the perpetrator, report it to their manager.



Time for some role play



- Act out these scenarios:
- Somebody asks you out to dinner.
- Somebody smiles and/or winks at you.
- Somebody touches your hair and says, "Your hair is lovely and smooth."
- Somebody says, "You look beautiful."
- Somebody says, "I like your body," but suggestively.

How could you react if:

- Somebody makes unpleasant gestures with their mouth towards you.
- Somebody moves past you and presses their body unnecessarily into yours.
- Somebody keeps rubbing their groin area and looking at you at the same time.
- Somebody asks you to sleep with them. (Have sex.)

We are all people ...

**SEXUAL HARASSMENT
IS NO JOKE**

- We all deserve to be treated with respect.
- We all deserve to be treated equally.
- Sexual Harassment is an exploitation of a power imbalance.
- It is not acceptable here and will be dealt with.

It's not just down to women to report.



Remember:



- Sexual Exploitation and Sexual Harassment constitute g misconduct.
- Therefore, they are clear grounds for dismissal – termination of employment.



- The police will also be informed if a law has been broken.

All it takes for a bad person to succeed is for good people to do nothing.



*The only thing
necessary for evil to
prevail, is for good
people to do nothing.*