

SEXUAL HARASSMENT



Definition of Sexual Harassment:

Sexual harassment is identified as unwanted conduct of a sexual nature.

Such conduct becomes harassment when

- Sexually charged behaviour persists on an ongoing basis
- The victim of such acts makes it clear that such behaviour is inappropriate and the perpetrator persists
- The perpetrator is aware that his/her behaviour is unacceptable but continues to behave in such a manner

Identifying Sexual Harassment in the Workplace

- Use of sexually suggestive words, comments jokes, gesture or actions that annoy, alarm or abuse the other person;
- Initiates uninvited physical contact with the other person;
- Initiates unwelcome sexual advances or requests sexual favours of the other person;
- Asks intrusive questions that are of a sexual nature and pertain to the other person's private life, or
- Writes and transmits offensive letter, electronic mail messages, facsimile messages, or transmits offensive posters or photographs or make offensive telephone calls to another person.

Common Forms of Sexual Harassment

- Unwelcome touching, grabbing or other physical contact/act that constitutes molestation
- Comments that have sexual meanings or overtones
- Asking for sex or sexual favours
- Gazing and staring
- Displaying rude and offensive material, e.g. calendars, cartoons
- Sexual gestures and body movement
- Sexual jokes and comments
- Questions about your sex life
- Sex based insults
- Offences behaviour such as obscene phone calls, indecent exposure and sexual assault