

SEXUAL HARASSMENT AT WORK

SEXUAL HARASSMENT IS:

'Where any form of **unwanted verbal, non-verbal** or **physical conduct of a sexual nature** occurs, with the purpose or effect of **violating the dignity of a person**, in particular when creating an **intimidating, hostile, degrading, humiliating or offensive environment**'

HOW TO RECOGNISE SEXUAL HARASSMENT

It can be identified from the following behaviours:

PHYSICAL

touching, hugging, kissing, staring

VERBAL

sexually suggestive comments or jokes

CYBER

offensive, sexually explicit e-mails or SMS messages; offensive, inappropriate advances on social networking sites



In 2007, 1% of workers in the EU (a total of **2.5 million workers**) reported sexual harassment

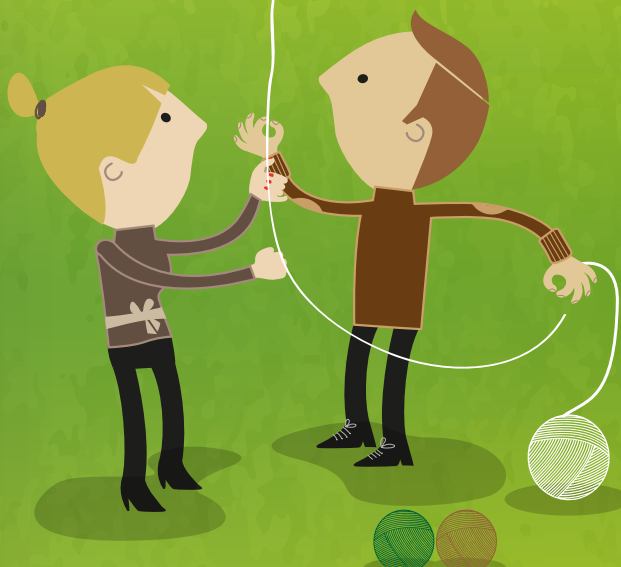


13% of employees in the hotels/restaurants sector in the EU experienced or witnessed sexual harassment

SILENCE

Many victims (men and women) **do not talk about their experiences of sexual harassment**

Only 4% talked to an employer or manager after experiencing sexual harassment in the workplace



SEXUAL HARASSMENT AGAINST WOMEN

WOMEN ARE ALMOST THREE TIMES AS LIKELY TO BE SEXUALLY HARASSED

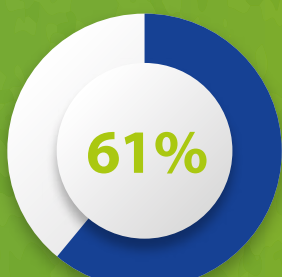
The age group that is most at risk is 18- to 39-year-olds
Women are more likely to be sexually harassed within...



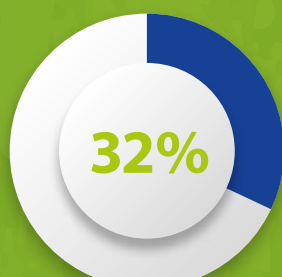
... **'male-dominated jobs'**
(e.g. police officer, bus or truck driver)



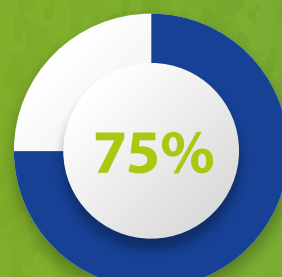
... **traditional 'female jobs'**
(e.g. waitress, nurse)



of women employed in service positions have been subjected to sexual harassment (since the age of 15)



of all female victims of sexual harassment said the perpetrator was a manager, colleague or customer



of women in top management have experienced sexual harassment

CONSEQUENCES

For the victim

Anger and annoyance

Fear and anxiety

Shame and embarrassment

Vulnerability

Loss of self-confidence

For his/her work

Reduced productivity

High absenteeism

Reduced performance

Low morale

High staff turnover

ZERO TOLERANCE

SEXUAL HARASSMENT MUST NEVER BE ACCEPTED.

Employers should tackle the problem by:

1 Implementing policy

2 Establishing a system for reporting incidents

3 Implementing disciplinary measures

4 Raising awareness

5 Following up complaints

6 Forbidding retaliation against complaints, witnesses and others