

# Sexual Harassment



# Do you know?

- Definition of sexual harassment
- Learning the different types of sexual harassment
- Consequences of engaging in sexual harassment



# Definition

Sexual harassment is unwelcome verbal, visual, or physical conduct of a sexual nature which:

- violates your dignity
- makes you feel intimidated, degraded or humiliated
- creates a hostile or offensive environment
- You don't need to have previously objected to someone's behaviour for it to be considered unwanted.



# Breaking down the definition : “Conduct”

- Conduct is NOT sexual harassment if it is welcome.
- For this reason, it is important to communicate (either verbally or in writing) to the harasser that the conduct makes you uncomfortable and you want it to stop.
- If someone has asked you to stop behaviour or comments, you must immediately. Repeating the behaviour is harassment.



# “Of a Sexual Nature”

Sexual harassment can be categorised as verbal/written, non-verbal, visual and physical:

## **Verbal/Written:**

Comments about clothing, personal behavior, or a person's body; sexual or sex-based jokes; requesting sexual favors or repeatedly asking a person out; sexual innuendoes; telling rumors about a person's personal or sexual life; threatening a person, sending emails or text messages of a sexual nature

## **Visual:**

Posters, drawings, pictures, screensavers, emails or text of a sexual nature


## **Physical:**

Assault; impeding or blocking movement; inappropriate touching of a person or a person's clothing; kissing, hugging, patting, stroking

## **Nonverbal:**

Looking up and down a person's body; derogatory gestures or facial expressions of a sexual nature; following a person



PAIR & SHARE  THOUGHTS & FEELINGS	DID?	MIGHT?	COULD?	CAN? / WILL?	IS? DOES?
	SECOND				
HOW?					
WHAT?					
WHERE?					
WHO?					
WHY?					

FIRST



S

Using the grid above come up with three questions about the image

2 Minutes



# Keep yourself safe:

- Are your comments appropriate/relevant?
- Is your behaviour concordant to my environment?
- Who is around?
- Is your behaviour professional?
- Could your behaviour be deemed as sexual harassment or sexually inappropriate?
- Have your comments made someone feel uncomfortable?
- What do others say about your comments?



# Effects of Harassment

- Harassment and bullying can have a significant effect on the physical and mental health and can be a major cause of work related stress.
- The Health and Safety Executive (HSE) has identified that:
  - it can result in psychological health problems such as depression, anxiety or low self-esteem
  - it can result in physical health problems such as stomach problems, or sleep difficulties
  - if you've witnessed the harassment or bullying of a colleague, this can also be very upsetting and can impact on your health
  - Those who experience harassment can feel anxious, intimidated, threatened and humiliated. Harassment can cause feelings of frustration and anger and can lead to stress, loss of self confidence and self esteem.
  - In extreme circumstances harassment and bullying has led to self harm and even suicide.



# Sexual Harassment



- Unwanted jokes, gestures, offensive words on clothing, wolf whistling, and unwelcome and inappropriate comments.
- Touching and any other bodily contact such as scratching or patting a coworker's back, grabbing an employee around the waist, or interfering with an employee's ability to move.
- Repeated requests for dates that are turned down or unwanted flirting.
- Transmitting or posting emails, texts, or pictures of a sexual or other harassment-related nature.
- Displaying sexually suggestive objects, pictures, or posters.
- Playing sexually suggestive music.

# Consequences of Sexual Harassment

- Complaints
- Loss of a commission/job
- Damaged reputation
- Disciplinary action
- Sacked/terminated contract
- Legal action



Sexual harassment victims feel that their dignity has been violated. They may feel to blame, degraded, disrespected, intimidated and humiliated.

Sexual harassment perpetrators may want to feel powerful, to bully someone, to use them for their sexual fantasy.

## A note on consent...



- <https://youtu.be/pZwvrxVavnQ>

# Look at the following scenario

- Think about the following
- Why do you think he sent the picture?
- How do you think she felt receiving the picture?
- How do you think she felt when this continued?
- What might happen next?
- What should they do?



**What happens:** Carl and Masie go to the same school but they don't know each other. One day Carl sends Masie a picture of a sexual nature to her phone. Masie immediately deletes it. The next day he sends another one to her.

**What happens next:** Masie hasn't told anyone about Carl's pictures and at least once a week he has been sending her a new one. Yesterday Carl followed Masie out of school. When no one was around, he touched her inappropriately.

Text and Image ©Ulysses2018

## SUPPORT & HELP

What should you do if  
you are getting  
unwanted attention?

TELL THEM TO  
STOP!  
BE ASSERTIVE WITH  
THEM

Record the Behaviour, take  
screen shots, collect  
evidence

# Flirting or Sexual Harassment

**Sexual Harassment**



**Flirting**



UNSIRE

Is wanted  
attention

Is unwanted  
attention

Makes you  
feel awkward

Feels  
degrading

Is fun for both  
people

Feel trapped  
and you  
cannot escape

Is legal

Is complimentary

Is illegal

Feels OK and  
nice

Is non-  
threatening  
and feels  
equal

A power  
imbalance

Feels bad and  
negative

Is fun for just  
one person

Is one-sided

Can ruin self  
esteem of  
receiver








# Sexual Harassment and Stalking



ASSESSMENT  
FOR LEARNING

## BASELINE CONFIDENCE CHECKER



BEFORE THE LEARNING	1	2	3	4	5	6	7	8	9	10
	NOT CONFIDENT				CONFIDENT				VERY CONFIDENT	
I can define stalking and sexual harassment										
I know how the law responds to stalking and Harassment										
I know the differences between flirting and sexual harassment										

Complete a base line assessment of where you think you are at for this lesson  
(Discussion or complete sheet)



2 Minutes



I'm not  
confident at all



I'm getting  
more  
confidence



Confident



Very  
confident



Super  
confident