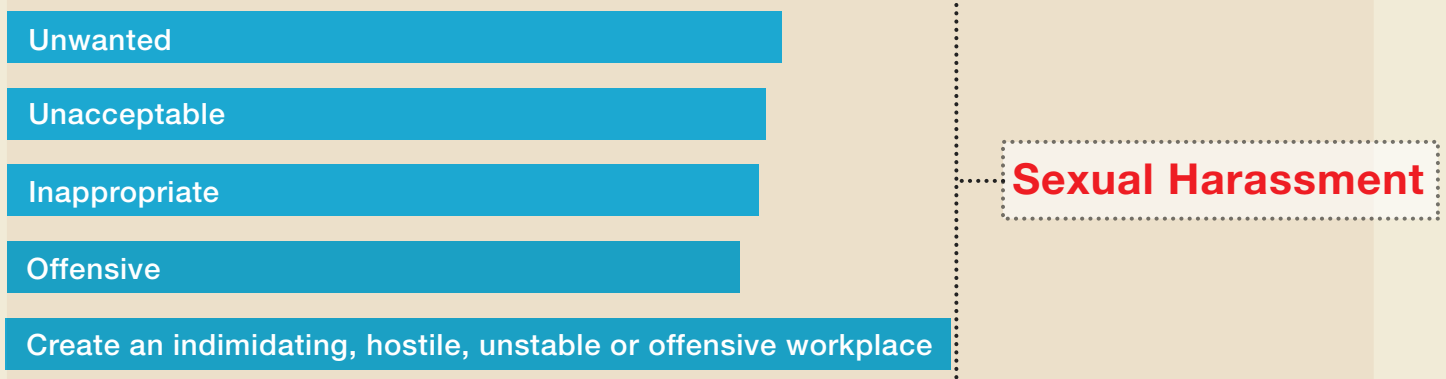


SEXUAL HARASSMENT IN THE WORKPLACE

Definition what is sexual harassment?



“Sexual harassment” is defined as any behaviour of a **sexual** nature that affects the dignity of women and men, which is considered as **unwanted, unacceptable, inappropriate** and **offensive** to the recipient, and that creates an **intimidating, hostile, unstable** or **offensive** work environment.

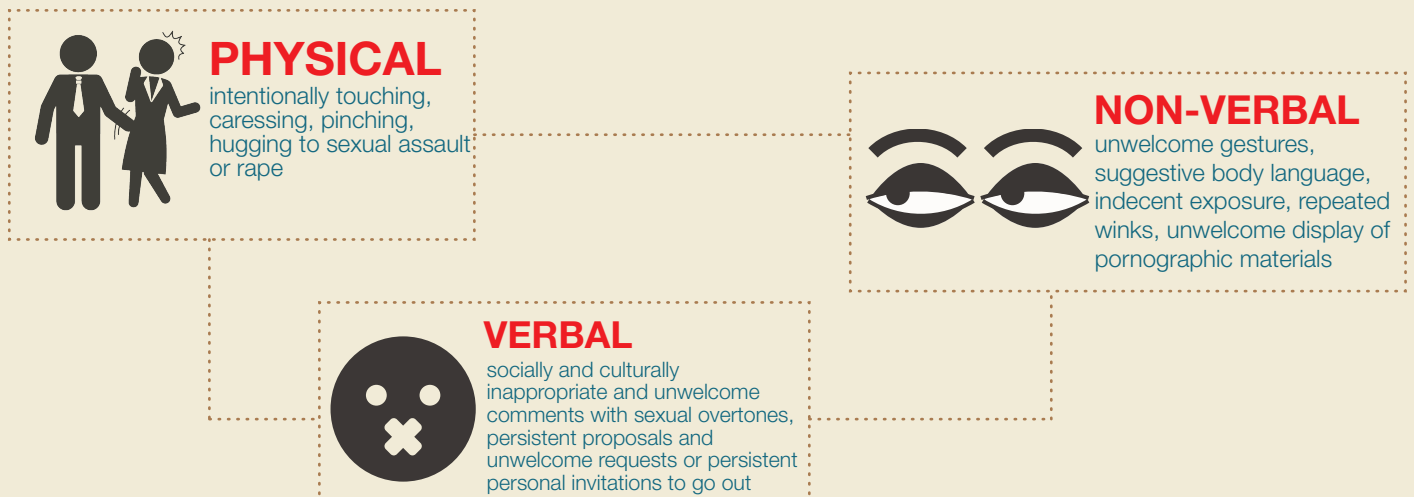
“**Quid pro quo**” (this for that) sexual harassment is committed when an employer, supervisor, manager or co-worker, undertakes or attempts to influence the process of recruitment, promotion, training, discipline, dismissal, salary increment or other benefit of an existing staff member or job applicant, in exchange for sexual favours.



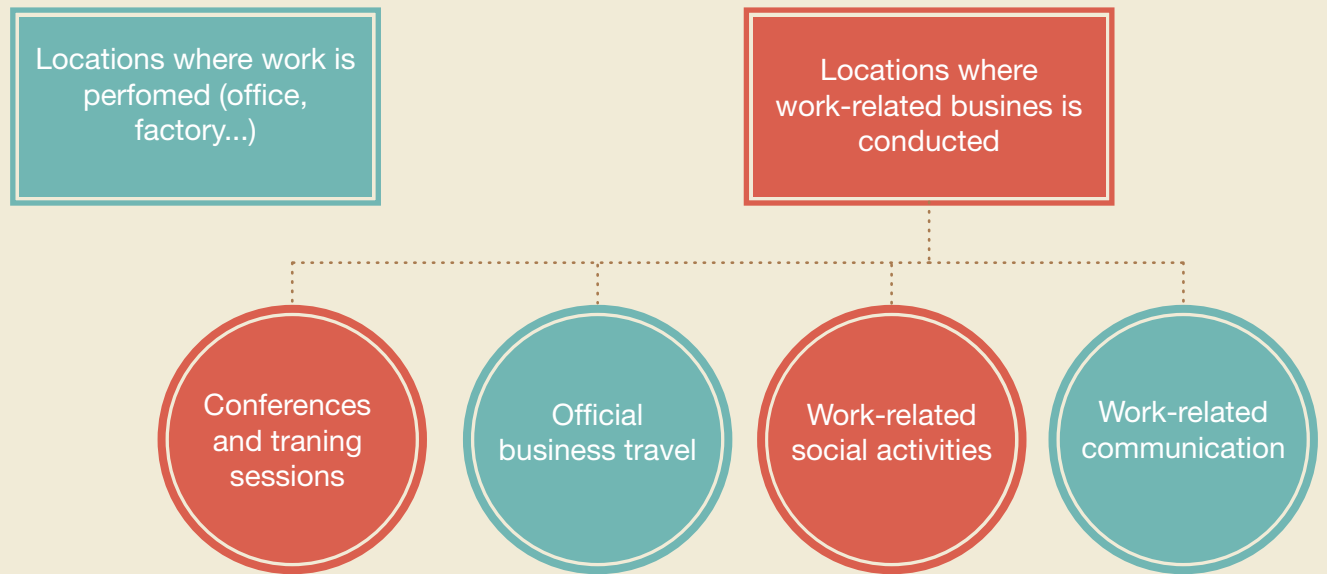
What is not sexual harassment:

- Occasional compliments that are socially and culturally acceptable and appropriate.
- Any interaction of a sexual nature which is consensual (except for those prohibited by the law such as sexual intercourse with children), welcome or reciprocated.

Forms of Sexual Harassment



Definition what is workplace?



Roles and Responsibilities



Employers

Create and maintain a working environment which is free from sexual harassment, respond promptly to any accusation of sexual harassment, ensuring that alleged victims do not have fear of reprisals or feel that their grievances are being ignored or trivialised. Employers should develop a company policy on sexual harassment based on the Code of Conduct on Sexual Harassment in the Workplace.



Employer's Organisations

Ensure that information on sexual harassment is included in their staff orientation, education and training programmes



Workers

Ensure that the workplace is free from sexual harassment, to discourage and report unacceptable behaviour and to comply with the company's sexual harassment policy.



Trade Union

Participate in the development and implementation of a company's sexual harassment policy and ensure that issues related to sexual harassment in the workplace are negotiated in a fair and transparent manner.



Labour Inspectors

Carefully review company records and practices with the aim of detecting and appropriately responding to allegations of sexual harassment, and take the lead in investigating not only allegations of physical sexual harassment, but any relevant conduct (verbal or non-verbal) which has been reported as unwelcome, unwanted or offensive.