

## Workplace

### Sexual Harassment

Workplace Sexual Harassment is behaviour that is :

- **UNWELCOME**
- **SEXUAL** in nature
- A **SUBJECTIVE** experience

**IMPACT** not **INTENT** is what matters

Often occurs in a matrix of power.



## Steps to Deter

### Sexual Harassment



- **DO NOT IGNORE IT.**

Don't pretend it didn't happen. Inform the harasser that the behaviour is unwelcome.

- **REPORT THE INCIDENT.**

Tell the ICC exactly what happened as soon as possible.

- **DO NOT ACCEPT THE BEHAVIOUR.**

Do not tolerate the harassment even if it seems that others around you are tolerating it.

# SEXUAL HARASSMENT IS NO JOKE

## EXAMPLES OF BEHAVIOUR THAT CONSTITUTES SEXUAL HARASSMENT



Unwanted touching, hugging, kissing or physical contact



Sexual or suggestive jokes

## What Constitutes

### Sexual Harassment?



Physical Contact  
& Advances



Demanding or  
Requesting  
Sexual Favours



Showing  
Pornography



Sexually Coloured  
Remarks





**ZERO**  
**TOLERANCE**  
**POLICY ON**  
**SEXUAL HARASSMENT**



