

Sexual Harassment

Is Against The Law

- Canadian law prohibits sexual harassment
- Human Rights Commissions are responsible for investigating and resolving complaints about sexual harassment
- Many large companies, schools, unions, etc. have adopted policies to protect people against sexual harassment
- Employers can be held accountable

Examples:

- When a person is asked to perform a sexual act in exchange for some benefit such as a good grade or a promotion or raise at work
- When a person feels uncomfortable at work or school due to being 'sexualized' by the harasser (a hostile environment)

Sexual harassment is not a joke. It is hurtful and can have a lasting impact on the victim and others in the environment.

NL Sexual Assault Crisis and Prevention Centre

360 Topsail Road Suite 101

St. John's, NL A1E 2B6

Tel: 709-747-7757

Fax: 709-747-7758

www.EndSexualViolence.com

24-hour, Crisis Support and

Information Line:

Toll Free: 1-800-726-2743

St. John's: 726-1411

Sexual Harassment

24-Hour Crisis Support

& Information Line:

1-800-726-2743

Newfoundland and Labrador Sexual Assault
Crisis and Prevention Centre



Sexual Harassment

Sexual Harassment

- Any unwanted attention that is of a sexual nature
- Can include jokes, comments, physical contact, gestures or placement of objects in an environment that make a person feel uncomfortable

Is it Sexual Harassment?

Sometimes you may be confused about whether or not an action might be considered sexual harassment.

It is important to remember that even if a person's intention is to make a joke or flirt, this type of behavior, if interpreted by the recipient as offensive, can be viewed as sexual harassment if repeated.

Who Experiences Sexual Harassment?

- Sexual harassment often occurs in situations where the person doing the harassing is in a position of power over another person (e.g. teacher, boss)
- It can also happen between peers
- Perpetrators and victims can be male or female, although statistics show women to be the primary victims

Types of Harassment

Verbal Harassment

- Sexual comments, jokes, gestures, noises, propositions
- Cat calls or whistling in a demeaning manner with sexual overtones.
- Referring to women with names like "honey" or "babe"
- Asking about sexual preferences or history
- Making comments about a person's body or appearance

Non-Verbal Harassment

- Sexual and/or derogatory comments about men/women on clothing, posters, public computer screens, etc.
- Display of sexual photos
- Suggestive facial expressions or sexual gestures
- Unwelcome letters, emails, gifts of a sexual nature

Physical Harassment

- Any unwanted touching
- Patting, goosing, caressing, or fondling
- Exposing oneself
- Tearing, pulling, or yanking on a person's clothing
- Touching or rubbing oneself sexually around or in view of another person

Sexual Harassment Vs. Flirting

Sexual Harassment:

Feels bad	Is unwanted
Is one-sided	Is illegal
Feels unattractive	Is invading
Is degrading	Is demeaning
Feels powerless	Is negative

Flirting:

Feels good	Is reciprocal
Feels attractive	Feels equal
Is a compliment	Is wanted
Feels in-control	Is legal
Is flattering	Is positive

What Can You Do?

- Ask the harasser to stop
- Keep a detailed record of incidents
- Find out if there are policies in place to protect you
- Look into filing a human rights complaint
- Contact the NL Sexual Assault Crisis and Prevention Centre for support/ information/ referrals
- Remember that it is **not your fault**

Everyone has the right to experience a safe and respectful work or school environment.