

# Sexual harassment your RIGHTS

Sexual harassment **harms workers.**

## **IT CAN HAPPEN AT ANY TIME AND AT ALL LEVELS OF A BUSINESS**

Sexual harassment is any form of unwelcome sexual behaviour that's offensive, humiliating or intimidating. It includes verbal or physical harassment of a sexual nature, unwelcome sexual advances and requests for sexual favours.

It can be spoken or written, visual or physical acts. It can occur in person, through text messaging, by email, or through social media.

## **EXAMPLES OF WHAT SEXUAL HARASSMENT MAY LOOK LIKE AT WORK**

- Sexual remarks or jokes
- Implied or actual threats of being overlooked for work opportunities or promotion, if you say no to your boss's advances
- Unwelcome touching, patting, or pinching by your boss, co-worker or customer
- Intrusive questions about your sex life
- Regular hassling for a date or being followed home by a co-worker
- Sexually offensive images, including screen savers of a sexual nature
- Comments about your appearance and/or body
- Persistent, unwelcome social invitations or phone calls at home or at work

## **WHAT YOU SHOULD DO**

- Write down what has happened – who, what, where, when, how
- Report it to your union
- Your union can help you raise it with your employer

**Remember,** your employer must provide a healthy and safe workplace, which means managing the risks from sexual harassment. You are legally protected from discrimination and dismissal for raising health and safety issues.

