



# HARASSMENT INCL. SEXUAL HARASSMENT

## EXAMPLES OF HARASSMENT AND SEXUAL HARASSMENT

Some examples of harassment include:

**Verbal harassment:** This involves offensive or derogatory comments, insults, or slurs directed towards an individual based on their gender, sex, or other protected characteristics.

**Displaying offensive material:** Showing or sharing explicit or offensive images, photos, or written content that creates a hostile or intimidating atmosphere.

**Bullying and intimidation:** Persistent, malicious, or intimidating behaviour that undermines, belittles, or humiliates an individual, causing psychological distress.

**Cyber harassment:** Harassment through electronic communication channels, such as sending explicit or offensive messages, emails, or social media interactions.

**Discriminatory actions:** Treating an individual unfairly or differently based on their gender, sex, or other protected characteristics, leading to humiliation or exclusion.

**Sexual harassment** can include:

- Unwelcome physical contact such as touching, hugging, cornering, or kissing
- Inappropriate staring or leering
- Displaying the body in an indecent or inappropriate manner
- Making sexually suggestive comments or jokes
- Sharing sexually explicit pictures, posters, or gifts
- Repeated or inappropriate invitations for dates
- Intrusive questioning about personal life or physical appearance
- Inappropriate physical contact
- Being followed, watched, or loitered around
- Requests or pressure for sex or sexual acts
- Actual or attempted rape or sexual assault
- Indecent phone calls or leaving explicit messages
- Sexually explicit comments in emails, SMS messages, or on social media
- Repeated or inappropriate advances on email, social networking sites, or chat rooms
- Sharing or threatening to share intimate images or videos without consent
- Any other unwelcome conduct of a sexual nature that occurs online or through technology.