

Forms of Sexual Harassment

WHAT CONSTITUTES SEXUAL HARRASSMENT?

Sexual harassment is sexual conduct that is unwanted, unwelcome, or unsolicited. This can come in many forms, not just physical.

VERBAL

This can include:
offensive or suggestive remarks, comments, jokes, jesting, kidding, sounds, questioning

GESTURAL

This can include:
leering or ogling, holding or eating food provocatively, hand signal or sign language denoting sexual activity, persistent flirting.

PSYCHOLOGICAL

This can include:
repeated unwanted social invitations, relentless proposals for dates or physical intimacy.

PHYSICAL

This can include:
inappropriate touching, patting, pinching, stroking, brushing up against the body, hugging, kissing, fondling, sexual assault.

VISUAL

This can include:
showing pornographic materials, drawing sex-based sketches, writing sex-based letters, sexual exposure.

WHAT TO DO IF YOU ARE SEXUALLY HARASSED AT WORK



1 TELL OFF THE HARASSER

Clearly and firmly that you object his behaviour and you do not like it. Set your boundaries.

2 RECORD EACH INCIDENT IN WRITING

Describe it in full detail, including date, time, place, witnesses, and evidence if there are any.



These are important for taking action later.



3 GET EMOTIONAL SUPPORT

Talk to sympathetic friends or colleagues. Alternatively, reach out to a women's organisation to explore your options.

4 MAKE A FORMAL COMPLAINT

If your company has procedures for resolving sexual harassment cases, use the right channels. If not, approach your manager. If your manager is the harasser, approach their superior.

If there's no one you feel safe talking to, or your complaint is ignored, reach out to a women's organisation.

You can also make a police report, or seek help from the Ministry of Human Resources.



If you need help, contact AWAM's
TELENITA HELPLINE: 03-78770224
for free counseling & legal information
Mon-Fri: 10AM-4:30PM / Sat: by appointment.



HOW TO BE AN ACTIVE BYSTANDER

An active bystander is someone who steps in, speaks up, or reaches out in situations that are, or could be, harmful to a person or a group of people

1 Recognise situations **when intervention is necessary**

Some examples include (but are not limited to):

- situations where sexual violence is normalised through conversation, jokes or comments
- if someone is being harassed, catcalled or stalked
- if someone discloses an instance of sexual violence to you and directly requests your assistance

2 Determine your **level of safety** and comfort

- **Is it safe for you to intervene?** Seek assistance from a friend, another bystander, or the relevant authorities if necessary
- Call the authorities if the situation poses a physical threat to you or others

3 Determine whether a situation requires **direct intervention, or a distraction**

Some ways to proceed include:

- if you notice someone getting harassed, you can walk up to them pretending to know them, say, "Hi! I haven't seen you in so long!" and quietly offer to walk with them till the harassers leave
- if you notice a friend looking uncomfortable with someone, you can go to them and say, "Hi, something's come up, I need you," and lead them away someplace else
- if someone makes a rape joke, you can interject and say "I don't think that's very funny, because it makes light of a situation that causes harm to a lot of people."

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