

SEXUAL HARASSMENT

IN THE WORKPLACE



FORMS

SEXUAL HARASSMENT IN THE WORKPLACE

Actual or attempted
rape or sexual
assault

Pressure for dates or
sexual favors

Turning work
discussions to sexual
topics

Unwelcome sexual
advances

Sexually suggestive
signals or actions with
hands or through body
movements

Touching or rubbing
oneself sexually around
another person



FORMS

SEXUAL HARASSMENT IN THE WORKPLACE

Sexual comments
about a person's
clothing, body parts,
or looks

Referring to an adult as
a hunk, daddy, doll,
babe, or honey

Sexual innuendos,
teasing, jokes,
remarks, stories

Telling lies or
spreading rumors
about another's
personal sex life

Cat calls, whistling,
howling

Hugging, kissing,
patting, stroking,
pinching



FORMS

SEXUAL HARASSMENT IN THE WORKPLACE

Personal questions
about social or sexual
life (history,
preferences,
fantasies)

Unwanted personal
gifts, letters,
telephone calls,
materials of a sexual
nature

Unwanted deliberate
touching (clothing, hair,
face/neck, body), brushing
up against, standing close,
leaning over, cornering

Unwanted sexual looks or
gestures: staring, looking at a
person up and down, winking,
throwing kisses/making kissing
sounds,licking/biting/smacking
lips





THE PERPETRATOR AND VICTIM

Sexual harassment can
be done by:

A peer to another peer

A supervisor to a subordinate

Men to women or vice versa

Someone of the same sex

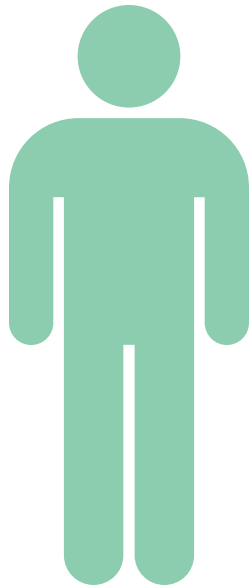
Client to an employee

Third party



THINGS TO DO

WHEN SEXUALLY HARASSED



Call-out the perpetrator's attention. Then inform the person about the misconduct.



DIAL
(02) 834-3325,
834-3990
or 834-3327

Report and file a complaint against the harasser to the *Committee on Decorum and Investigation*.

Victims of harassment may also request assistance from *DFA-GAD Focal Point System* with *HRMO-GAD Secretariat* and *HRMO-Wellness Unit*.



STOP

SEXUAL HARASSMENT

Recognize what harassment is, and
Speak up when it happens to you or
to a colleague.

Let us overcome the issue **by creating**
a stronger **CULTURE OF RESPECT** to
eliminate the pervasive culture of
harassment and disrespect towards
others

