Safety and health at work is everyone’s concern. It’s good for you. It’s good for business.

#EUmanagestress www.healthy-workplaces.eu

SEXUAL HARASSMENT IS:
Where any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.

HOW TO RECOGNISE SEXUAL HARASSMENT
It can be identified from the following behaviours:

PHYSICAL
Kissing, fondling, touching, pinching

VERBAL
sexually suggestive comments, jokes, lewd remarks

CYBER
sexual explicit photos, messages, harassment on social networking sites

Many victims (men and women) do not talk about their experiences of sexual harassment
Only 4% talked to an employer or manager after experiencing sexual harassment in the workplace

SEXUAL HARASSMENT AGAINST WOMEN
Women are almost three times as likely to be sexually harassed
Women are more likely to be sexually harassed within...

SILENCE

Many victims (men and women) do not talk about their experiences of sexual harassment
Only 4% talked to an employer or manager after experiencing sexual harassment in the workplace

SEXUAL HARASSMENT AT WORK
In 2007, 1% of workers in the EU (a total of 2.5 million workers) reported sexual harassment

13% of employees in the hotels/restaurants sector in the EU experienced or witnessed sexual harassment

CONSEQUENCES

For the victim
- Anger and annoyance
- Fear and anxiety
- Shame and embarrassment
- Vulnerability
- Loss of self-confidence

For his/her work
- Reduced productivity
- High absenteeism
- Reduced performance
- Low morale
- High staff turnover

ZERO TOLERANCE
Sexual harassment must never be accepted

Employers should tackle the problem by:
- Implementing policy
- Establishing a system for reporting incidents
- Implementing disciplinary measures
- Raising awareness
- Following up complaints
- Forbidding retaliation against complainants, witnesses and others

SEXUAL HARASSMENT AGAINST MEN
Men are more likely to be sexually harassed within...

61% of women employed in female-dominated jobs (e.g. police officer, bus or truck driver)
75% of women employed in traditional ‘female jobs’ (e.g. waitress, nurse)

32% of female victims of sexual harassment said the perpetrator was a colleague or supervisor

61% of female victims said the perpetrator was a manager, colleague or customer

244 of all female victims of sexual harassment said the perpetrator was a manager, colleague or customer

240 of all male victims of sexual harassment said the perpetrator was a manager, colleague or customer

61% of women in top management have experienced sexual harassment

Forbidding retaliation against complainants, witnesses and others