

# PREVENTION OF AND RESPONSE TO SEXUAL HARASSMENT (SH)



# SH

## WELCOME

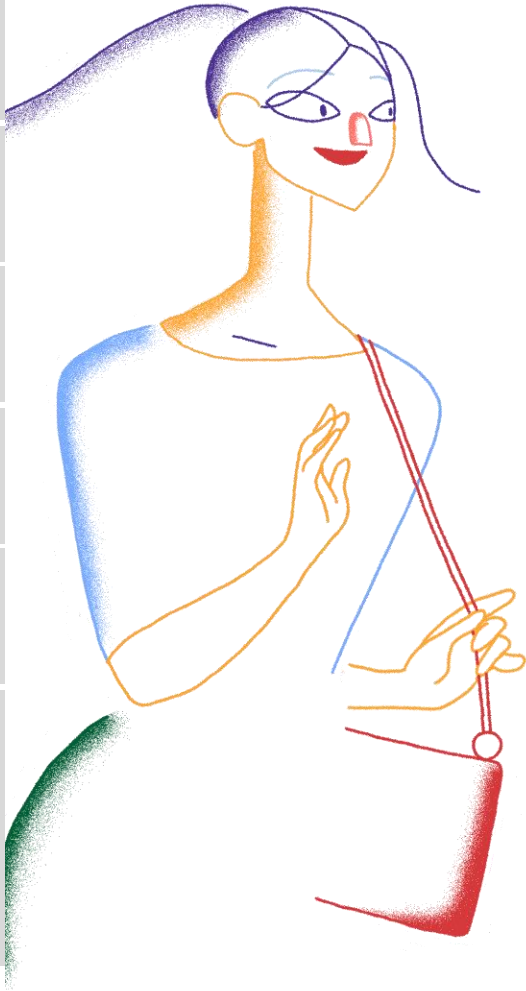
GENDER  
AND POWER  
INEQUALITY

SH  
CASE STUDY

DEFINING AND  
RECOGNIZING SH

WHAT  
CAN YOU DO?

MAKING  
A POSITIVE  
CHANGE



# WELCOME



## WELCOME

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# What is your experience at your organization?

“Fortunately,…” • “Unfortunately,…”

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**This course  
includes sensitive  
or potentially  
upsetting content**

**Please feel free  
to leave the room  
at any moment**

**Please contact  
any of our numerous  
resources for  
additional support**

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**To lighten the text,  
the term *victim/survivor*  
will be shortened to *victim***

# THE FACTS ABOUT SH

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33

% of respondents to a **UN-  
WIDE** SH survey, who  
reported experiencing SH  
2017-2019

329

Total number of formal  
reports received  
according to the results  
of the 2022 survey of  
CEB entities

# WHY ARE WE HERE TODAY?

## WELCOME

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**We are here to ...**

**Recognise  
Sexual  
Harassment  
(SH)**

**Connect SH  
with gender  
& power  
inequality**

**Contribute  
to a safe  
working  
environment**

**Remind  
ourselves of  
reporting  
processes and  
support**

**We all have an active role to play**

# WHAT TO EXPECT TODAY

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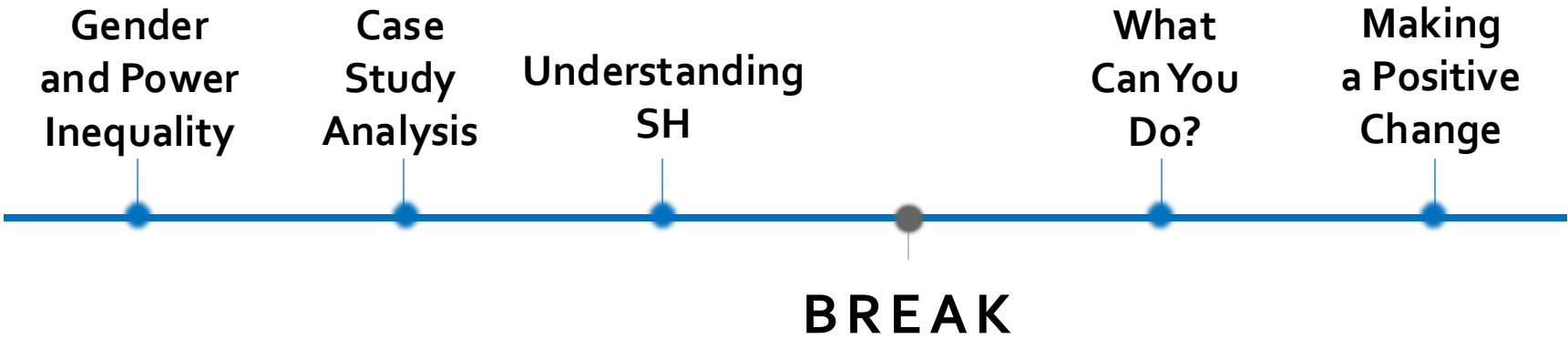
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# BEFORE WE GET STARTED

## WELCOME

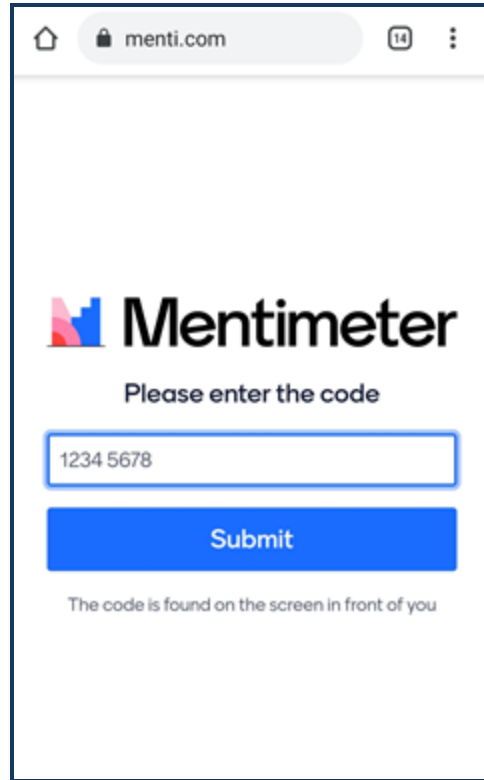
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The screenshot shows a mobile browser interface for Menti.com. At the top, the address bar displays 'menti.com'. Below the header, the Menti logo is visible, followed by the text 'Please enter the code'. A text input field contains the code '1234 5678'. Below the input field is a blue 'Submit' button. At the bottom, a small note states 'The code is found on the screen in front of you'.

- 1 Connect your phone to the Wi-Fi
- 2 Go to [WWW.MENTI.COM](https://www.menti.com)
- 3 Type in the Presentation Code
- 4 Under Your Questions and Comments, select *Open Q&A*
- 5 Type in a (fake) question or comment
- 6 DO NOT add your name
- 7 Touch *Ask*



WELCOME

## GENDER AND POWER INEQUALITY

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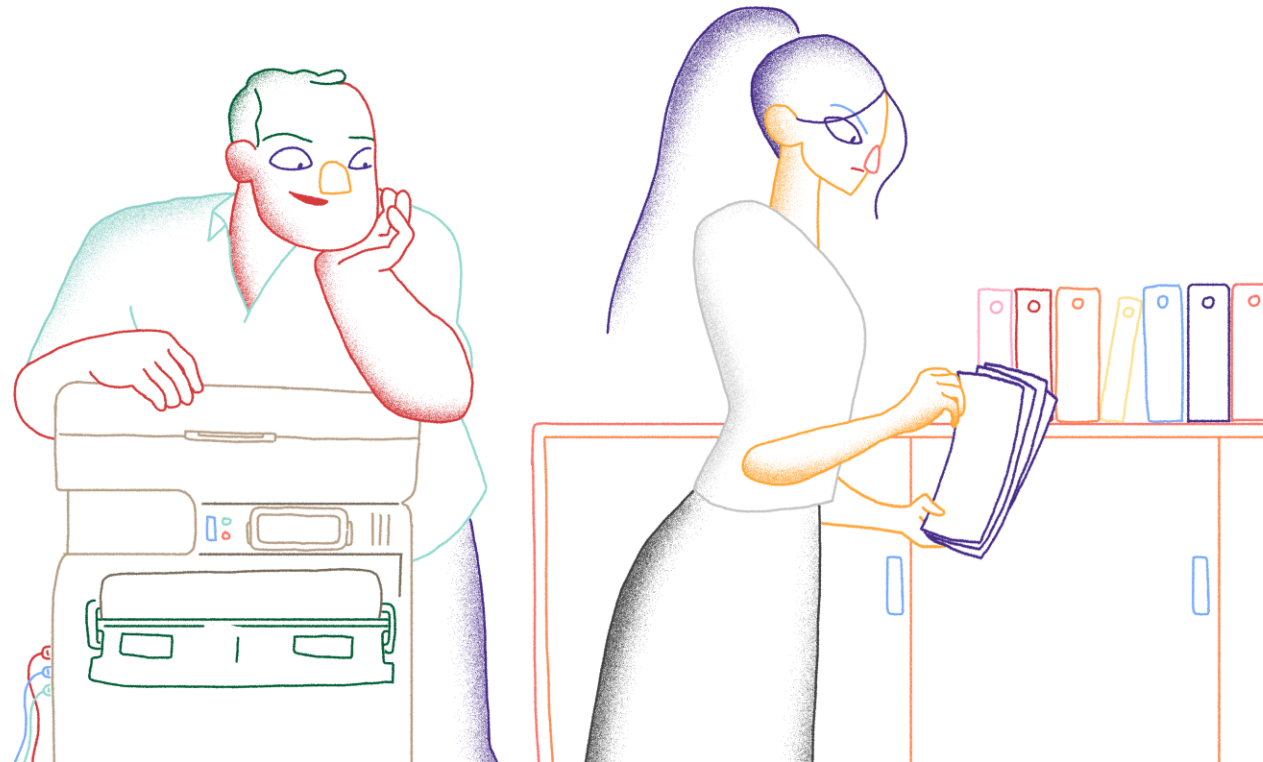
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# GENDER AND POWER INEQUALITY

# 1



# GROUP ACTIVITY

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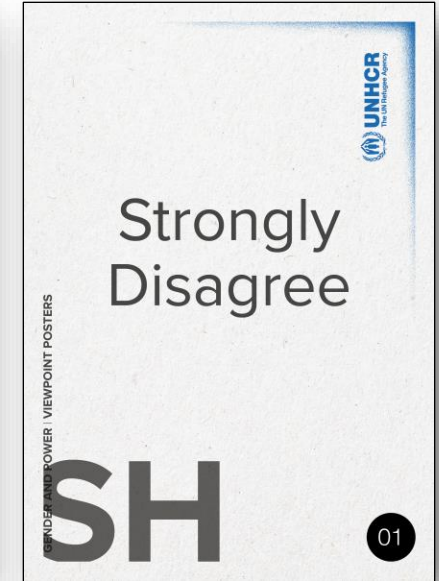
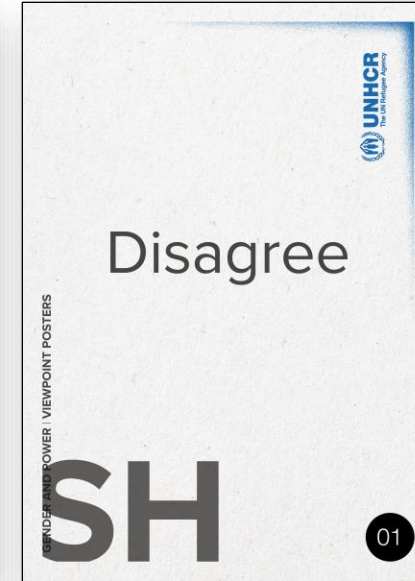
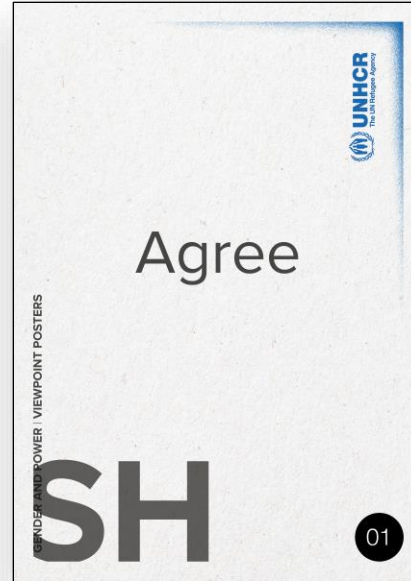
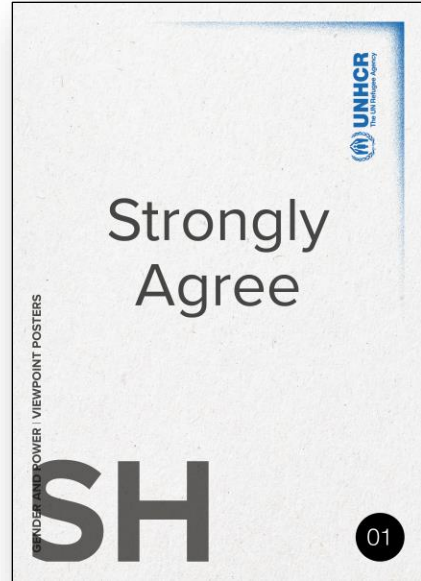
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**What are your viewpoints?**

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## SH CASE STUDY

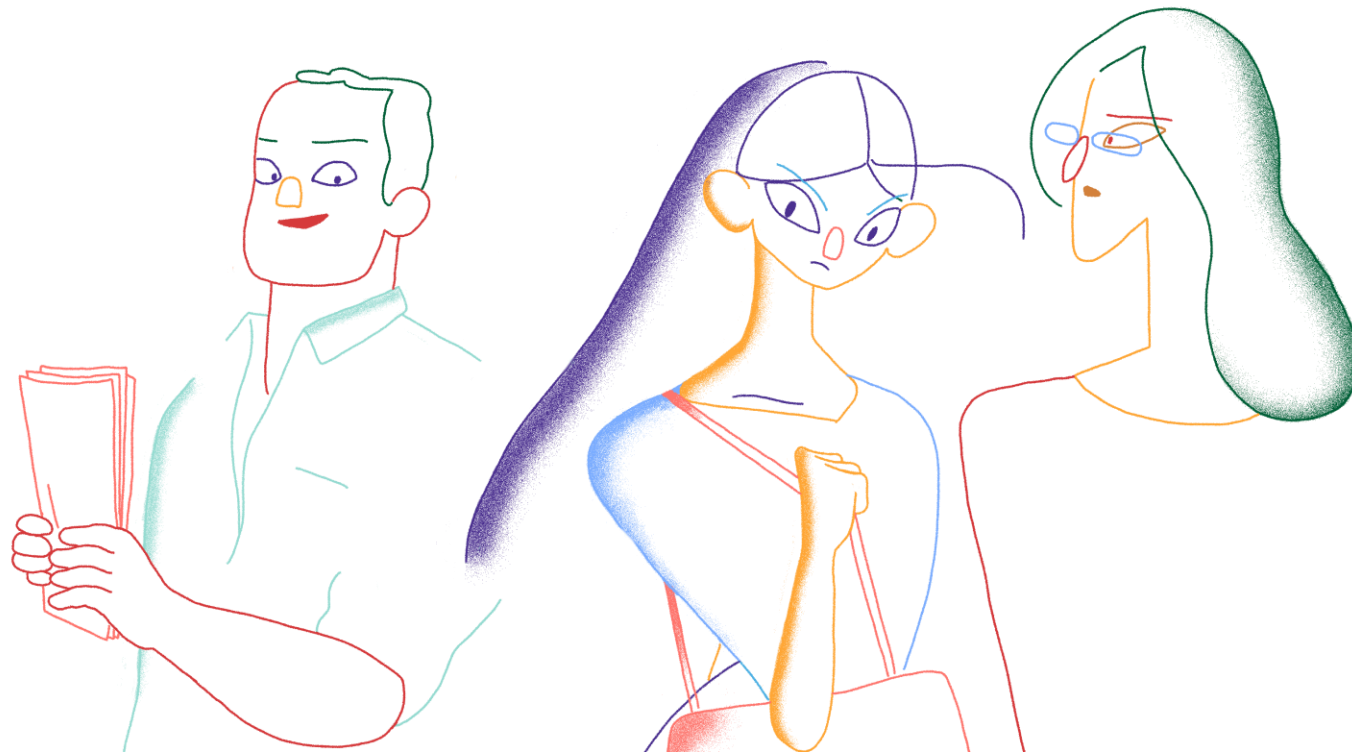
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# SH CASE STUDY

# 2





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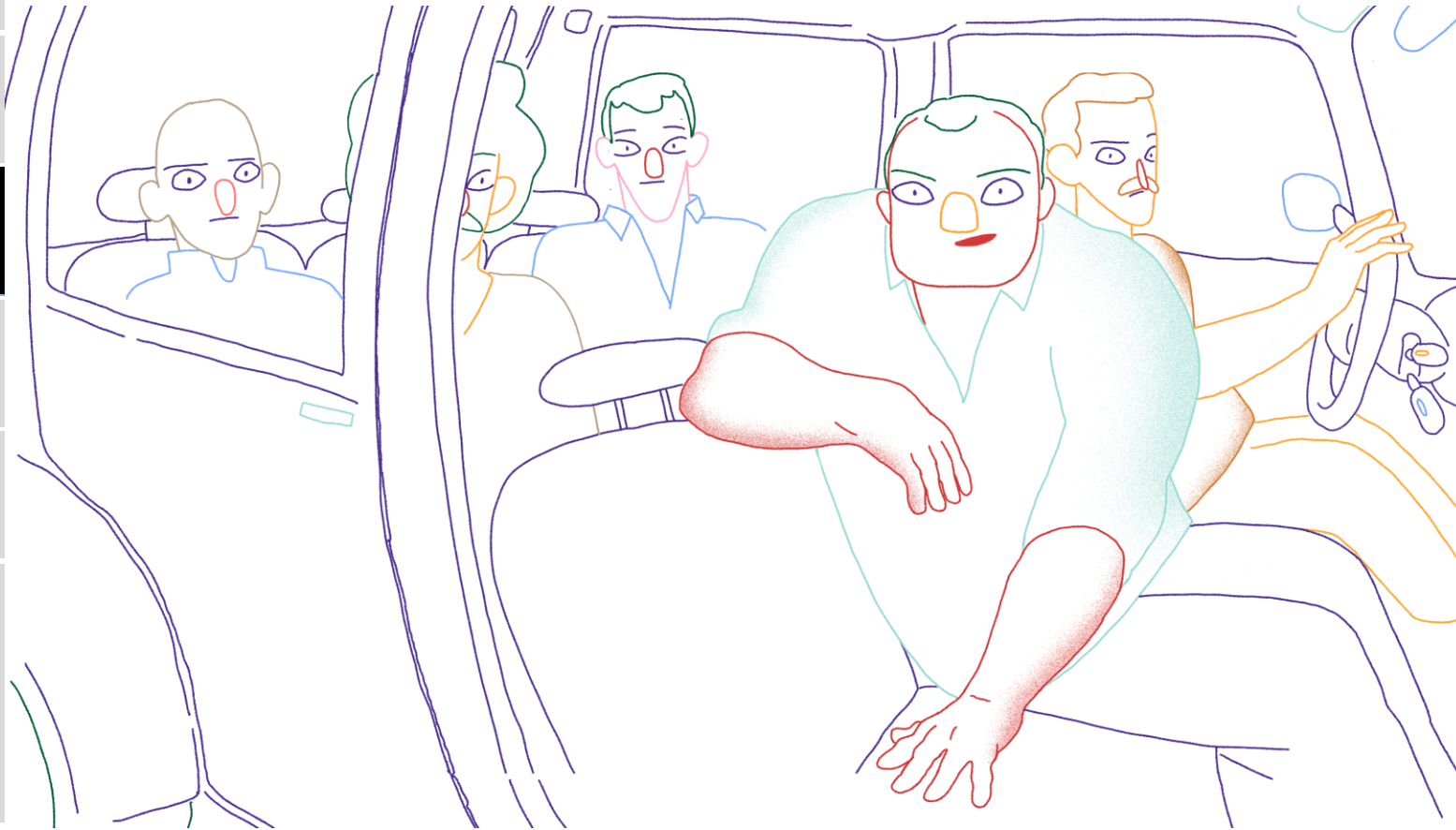
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# DEFINING AND RECOGNIZING SH



# 3

# CASE STUDY ANALYSIS



## Question #1

**Is Sexual Harassment happening  
in the story?**

---

**Why? What aspects make the situation  
Sexual Harassment?**

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# WHAT IS SEXUAL HARASSMENT?

Anyone can be a target of SH

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## What is it?

- Unwelcome conduct of a sexual nature in the context of work
- Behaviour is offensive to the target
- Allowing it to happen does not mean approving it

## Sexual Harassment (SH)

## For example?

- Inappropriate photos/videos •
- Unwelcome touching •
- Suggestive looks or gestures •
- Inappropriate jokes/comments •
- Attempted sexual assault or rape •





# CASE STUDY ANALYSIS

## Question #1

**Is Sexual Harassment happening  
in the story?**

---

**Why? What aspects make the situation  
Sexual Harassment?**

**What if?**

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**WHAT  
CAN YOU DO?**

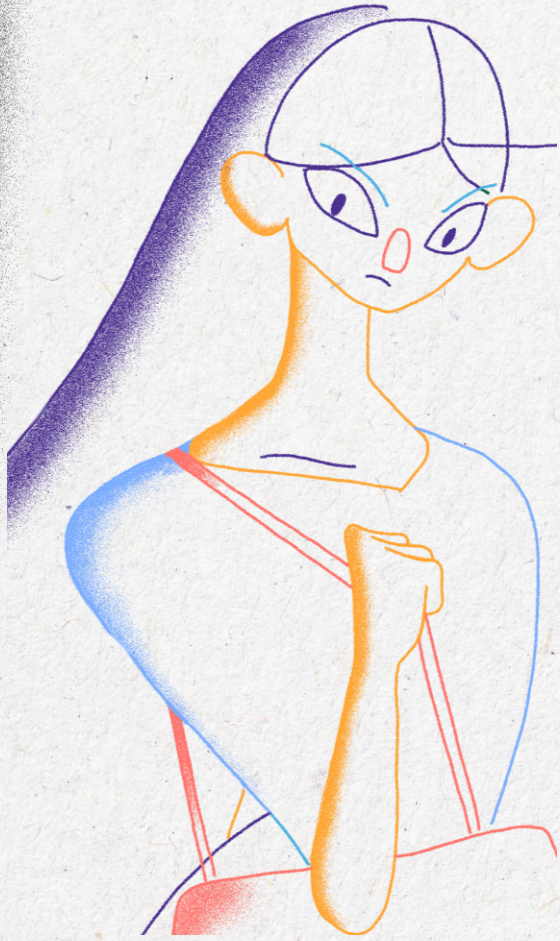
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WHAT  
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# CASE STUDY ANALYSIS



What do you think  
Isabel was thinking and  
feeling, during and after  
this experience?



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# VICTIM CENTERED APPROACH

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# IASC VICTIM/SURVIVOR-CENTRED APPROACH (2023)

- **Definition:** *A victim/survivor-centred approach places the rights, wishes, needs, safety, dignity and well-being of the victim/survivor at the centre of all prevention and response measures concerning sexual exploitation and abuse (SEA) and sexual harassment (SH).*

## Principles & Key Actions



# YOU ARE NOT ALONE

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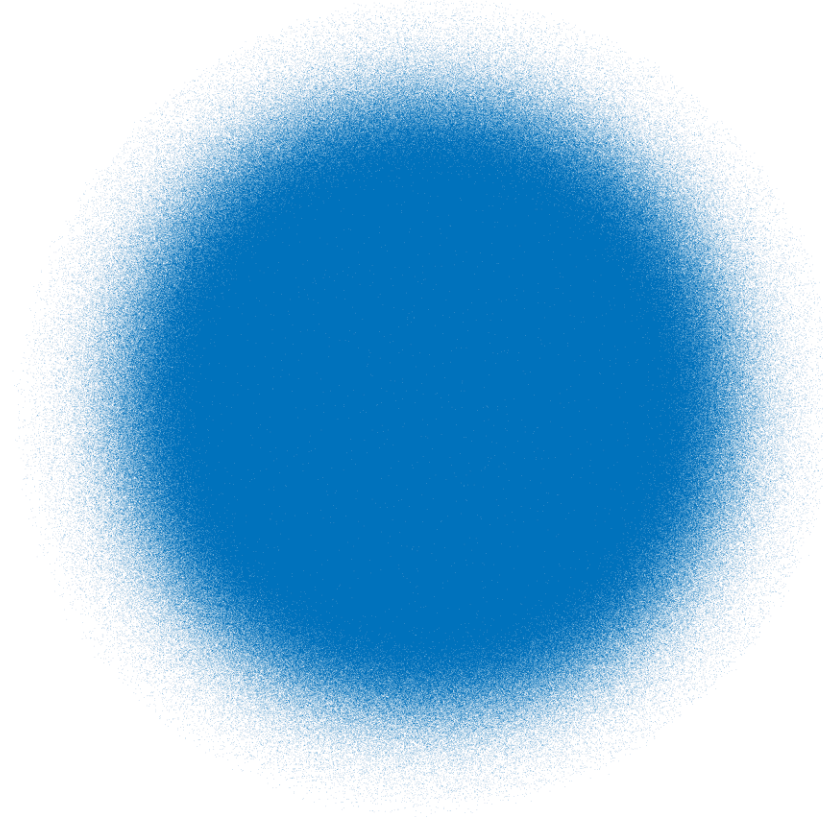
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# CASE STUDY ANALYSIS

## Question #2

**What could each character have done differently, or additionally, in response to the situation?**

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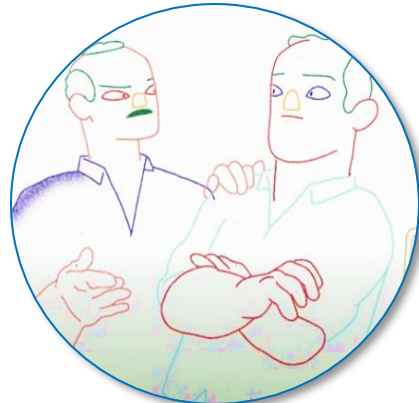
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# CASE STUDY ANALYSIS



**Disrupt**



**Confront**



**Ask if OK**

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# A POSITIVE MAKING CHANGE



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# KEY MESSAGES RELATING TO SEXUAL HARASSMENT

1

SH is **misconduct** and those who have committed SH will be subject to **possible disciplinary or other administrative action**. **NO IMPUNITY**

2

SH may occur **in or outside the workplace and work hours**, and may be perpetrated by or target **any colleague, of any status and of any gender**.  
**SH CAN HAPPEN TO ANYONE**

3

The victim may **choose** to resolve SH **outside the Investigative and Disciplinary Processes**. **NO FORMAL PROCESS = VICTIM'S CHOICE**

4

The victim may **choose to make a formal report**, but has **no obligation** to report. No SH Investigation will take place without the victim's consent.  
**VICTIM'S CHOICE**

5

The victim has **the right to support and assistance** that is provided in a timely, sensitive, confidential and impartial manner. **SUPPORT AND ASSIST VICTIM**

6

Treat all colleagues with **courtesy and respect**, be aware of how your own behaviour may be perceived, and take action where appropriate.  
**RESPECTFUL WORKPLACES**

# YOUR QUESTIONS AND COMMENTS

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## What topics would you still like to discuss?

- 1 Under Your Questions and Comments, select *Open Q&A*
- 2 Type in your question or comment
- 3 DO NOT add your name
- 4 Select 'Submit'



# WE CAN ALL MAKE A CHANGE



WELCOME

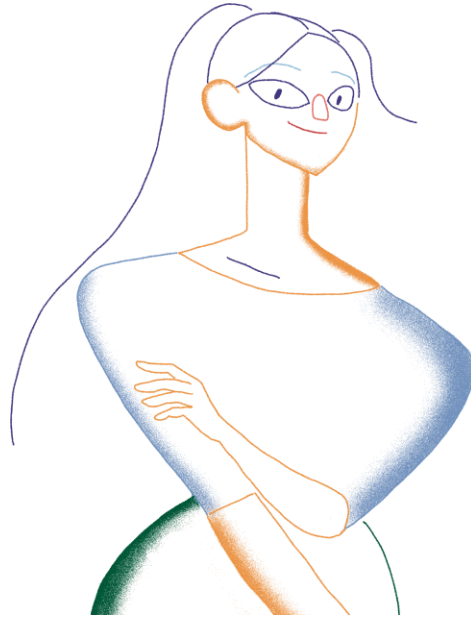
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***"I can  
[take this action or say  
this to someone]."***

**1**

**How does this situation  
constitute (or not)  
Sexual Harassment?**

**2**

**Who can intervene  
to prevent, stop or respond  
to the situation?**

**3**

**How can I intervene in  
such a situation?**

# WE CAN ALL MAKE A CHANGE

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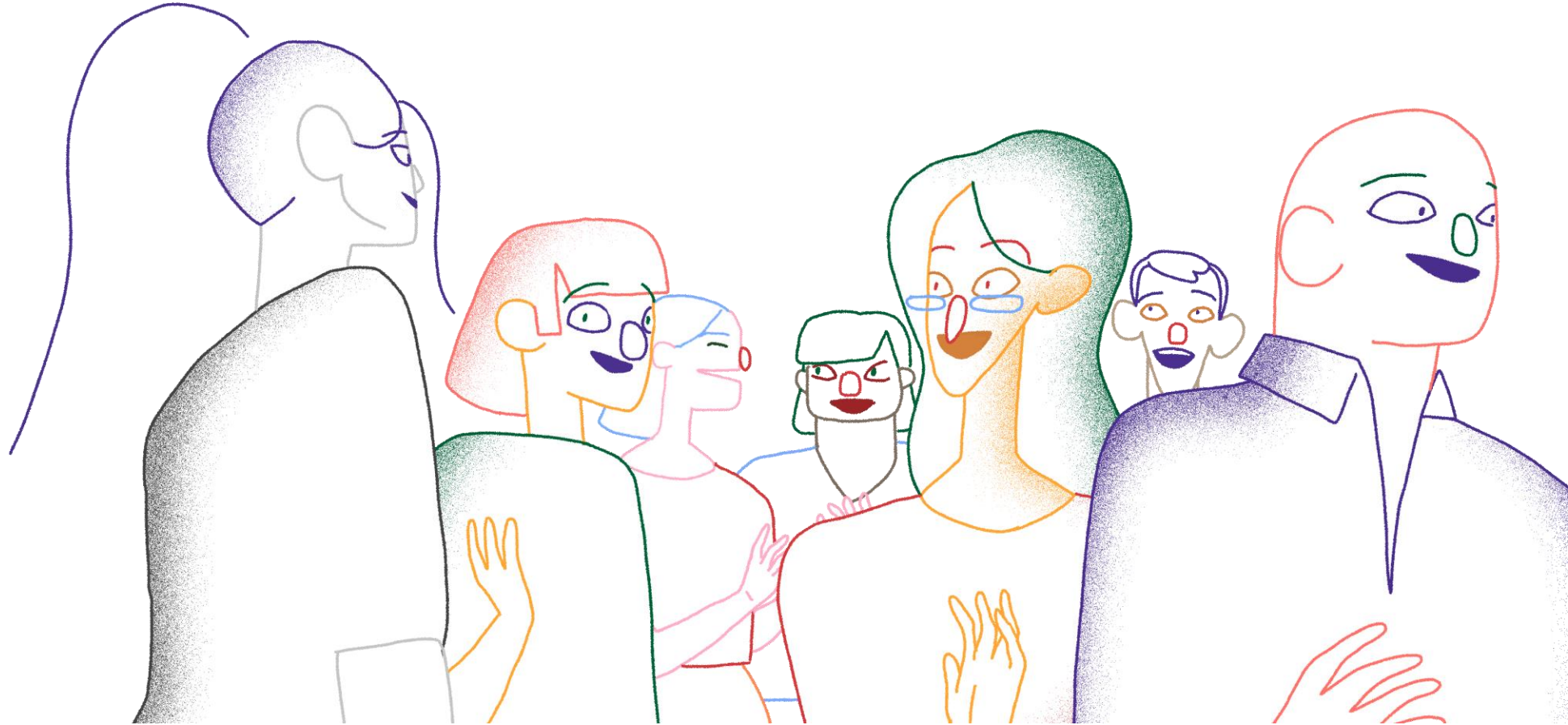
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**Sexual Harassment is unfortunately still  
happening at your organization.**

**“Fortunately, ...”**



# EVALUATION FORM



SH