






What is sexual harassment and violence?

Sexual harassment and violence can include many different behaviours. Learning to identify these behaviours is an important step in stopping them.

Sexual harassment and violence are any unwanted actions, conduct, comments, gestures, or contact that can reasonably be expected to offend, humiliate, or cause other physical or psychological injury or illness. Such behaviours can range from covert, indirect, non-physical forms to overt, direct, physical forms.

Sexual harassment and violence can be carried out by co-workers or third parties, such as contractors, consultants, customers/clients, patients, and visitors.

SEXUAL HARASSMENT AND VIOLENCE INCLUDE A RANGE OF BEHAVIOURS, SUCH AS:

				
Unwanted hugs	Unwelcome invasion of personal space <i>(e.g., touching, crowding, leaning over)</i>	Stalking <i>(e.g., unwanted physical or electronic intrusion into your personal life)</i>	Attempted rape or sexual assault	Rape or sexual assault

SOME BEHAVIOURS MAY NOT SEEM OBVIOUS IN THE MOMENT. HERE ARE EXAMPLES:

- unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media contacts)
- pressuring for dates or sexual favours
- making sexual jokes, teasing, comments or questions
- asking about someone's sexual practices
- talking about sex, bragging about sexual prowess, etc. in the workplace
- displaying sexual material (e.g., photos, videos, written material)
- sexually suggestive looks, gestures, and staring at a person's body
- insulting, mistreating, ignoring, or excluding someone because of sexual orientation and/or gender identity

Some forms of sexual harassment can be a criminal offence. This includes stalking, attempted or actual sexual or physical assault, or threats of sexual or physical assault.

