



SEXUAL HARASSMENT At The Work/Study Place

What You Need to Know

Sexual harassment is unwanted and offensive behaviour of a sexual nature that violates a person's dignity and makes them feel degraded, humiliated, intimidated or threatened.

If you are affected or you know someone who is please **REPORT**.

Who is Affected?

Women and Men
FACTS

Whoever you are it is not your fault

Sexual harassment is NOT about sex; it is about **POWER**
WHAT TO DO

- Report
- Investigate
- Take Action
- STOP IT



Sexual Harassment is illegal in Uganda

You have a right to work/study in a safe environment, free from sexual harassment

On the spaces (office, lecture room)

Off the spaces (field)

Social events (organized by the university)

Online spaces

Work related events

There are deep and lasting effects for the person who has been sexually harassed

- Physical
- Emotional/ Psychological
- Professional
- Social
- Economical



YOUR RIGHTS

There are Consequences if you sexually harass someone:

- Professional** (warning/suspension/dismissal/unemployment)
- Legal/Police** (court/prison)
- Social** (shame on family, discrimination)

3)

What Counts as Sexual Harassment?

Ultimately it is the person on the receiving end of the behaviour who decides whether it is unwanted or offensive.

Physical

- Blocking a person's movement
- Inappropriate and unwanted touch e.g. of a person/ kissing/patting/stroking or rubbing
- Purposefully brushing up against another person

Verbal/Written

- Remarks of a sexual nature about a person's clothing/ behaviour/body
- Sexually explicit statements/ questions/jokes/ anecdotes
- Requesting sexual favours
- Coercion into sexual activity by use of threats of punishment.
- Excessive flirting

Non-verbal

- Looking a person's body up and down
- Making derogatory gestures or facial expressions of a sexual nature
- Frequently following or standing too close to a person on purpose (stalking)
- Whistling or staring in a sexually suggestive/offensive manner

Visual

- Displaying of sexually suggestive objects/pictures/ cartoons etc.
- Sharing sexually inappropriate (pornographic) images/videos with co-workers or students.

Cyber harassment