

UNITE HAS A ZERO TOLERANCE POLICY TOWARDS SEXUAL HARASSMENT IN THE WORKPLACE

NO ONE SHOULD EXPERIENCE SEXUAL HARASSMENT AT WORK

What is sexual harassment?

Workplace sexual harassment is unwanted behaviour of a sexual nature that has the purpose or effect of violating a worker's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. What matters is the effect that the comment or action has on the recipient.

Sexual harassment can be:

- Sexual comments, banter, or jokes
- Suggestive looks, staring or leering
- Questions about your private or sex life or a person discussing their own sex life
- Spreading sexual rumours about a person
- Sending sexually explicit emails or text messages, or contact on social media.

Anyone can experience sexual harassment, but it is targeted disproportionately at women. Sexual harassment is unlawful discrimination, yet it happens far too often. Unite is committed to make sure employers prevent sexual harassment.

Your employer has a legal responsibility to prevent sexual harassment, from colleagues or third parties. If you believe that you have been sexually harassed at work:

- 1.** KEEP A RECORD OF ANY INCIDENT/S, INCLUDING DATE AND ANY WITNESSES
- 2.** CONTACT YOUR UNITE REPRESENTATIVE WHOM YOU CAN SPEAK TO CONFIDENTIALLY
- 3.** REMEMBER THAT THIS BEHAVIOUR IS NOT JUST UNACCEPTABLE BUT MAY ALSO BE UNLAWFUL

Unite strongly encourages you to report any incident aimed at you or witnessed by you. Your employer should have a standalone policy and procedure to support you.

**ZERO
TOLERANCE
TO SEXUAL HARASSMENT**

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