Sexual Harassment

Sexual harassment is a subtle discriminatory form of gender-based violence. It refers to intentional, unwanted persistent conduct, verbal or non-verbal conduct, gestures or physical contact of a sexual nature. Although this type of discrimination normally occurs between persons of different or same sex, women remain the prime targets.

Forms of Sexual Harassment

1. Hostile environment
   1.1 Verbal e.g. persistent, offensive remarks, insults, comments and jokes that demean the dignity of an individual
   1.2 Non-verbal e.g. unwelcome gestures, display of suggestive material in the workplace
   1.3 Physical e.g. unwanted physical gestures, contact with sexual overtones, sexual assault.
2. Quid Pro Quo Harassment
   It occurs when a person of authority abuses his power to employ, dismiss or change the working conditions of his/her subordinates. For example a person may be forced to grant sexual favours in return for a job increase and/or promotion.
3. What can you do if you are harassed?
   - Don't keep quiet
   - Seek help
   - Talk to someone you know and trust
   - Report the incidence to a person who has been trained or appointed to handle such cases
   - Be willing to accept assistance
   - Never allow such behaviour to lower your self-esteem