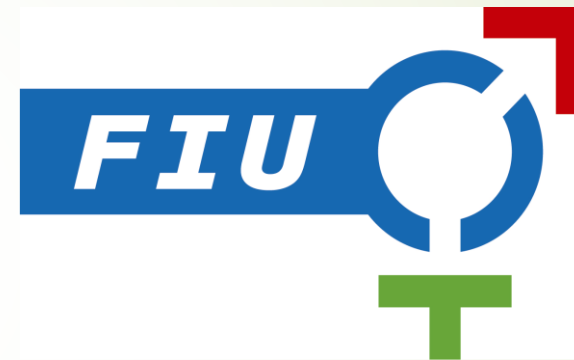


# Prevent sexual harassment

How to talk about boundaries and culture in order to both deal with and prevent sexual harassment in the workplace



With the support of the  
Erasmus+ Programme  
of the European Union



[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)



# The aim and the topics of the course

- ▶ The aim of the course and what to expect:

- 1) You will gain important, fundamental *knowledge* about sexual harassment
- 2) You will gain new *tools* on how to both deal with and prevent sexual harassment

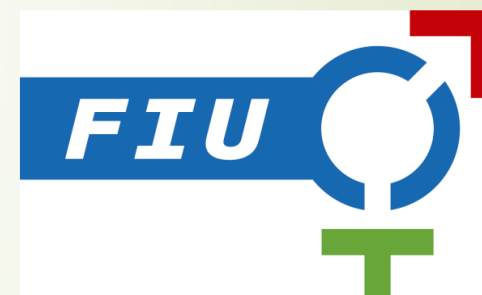
- ▶ The topics that will be examined:

What sexual harassment is and who is mostly subjected to it  
How to spot a sexual harassment case  
Important do's and don't's when having the difficult conversation  
How to prevent sexual harassment in the workplace through practicing communicating about culture and boundaries

- ▶ At the end: A quiz!



With the support of the  
Erasmus+ Programme  
of the European Union



[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)

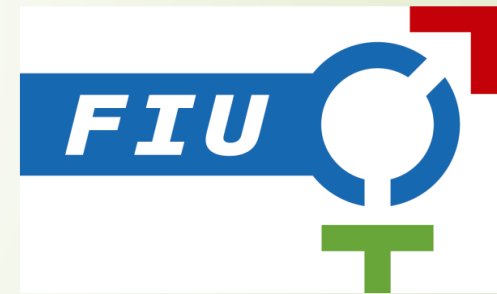


# What is sexual harassment?

- ▶ Three types:  
physical (touch)  
verbal (sexist/sexual “jokes”, comments, conversation)  
non-verbal (sexual posters hanging in the workplace, stares)
- ▶ Personal or environmental sexual harassment:  
Is the sexual harassment directed toward a specific person/persons?  
Is there a more general sexual tone/environment in the workplace?
- ▶ Who?  
Mostly: young females in a low-power position  
gender ↔ age ↔ power



With the support of the  
Erasmus+ Programme  
of the European Union



[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)

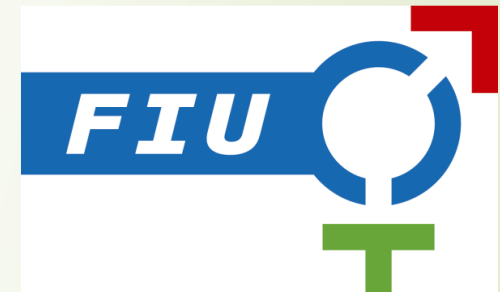


## How to spot a case – what to expect and look for

- ▶ A *not* very likely scenario:  
“Hi. I have a problem: I have been subjected to sexual harassment and I would like some help.”
- ▶ A more likely scenario:  
Seemingly “random” or insignificant questions (about vacation, a pay check, a task)  
Slow to tell/open up  
Understating what has happened  
Fearful of not being believed
- ▶ Why this reaction?  
Shame, guilt, and taboo is associated with sexual harassment which makes it hard to talk about



With the support of the  
Erasmus+ Programme  
of the European Union



[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)

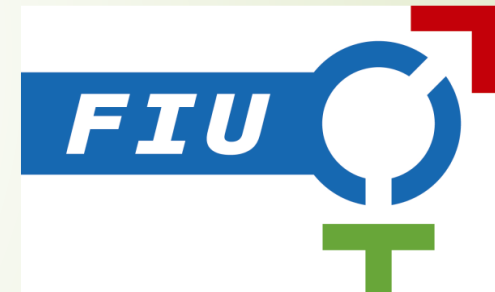


## The difficult conversation: Do's and don't's – pointers about what to say and what not to say

- Don't say:
  - “Have you experienced **sexual harassment?**”
  - “**Are you sure** the person meant it that way?”
  - “Is it possible the person thought **you were up for it?**”
  - “Why didn't you tell the person to stop?”
- Do say:
  - “Has anyone done or said something to you that **you didn't like?**”
  - “**Your experience** is what matters, not the *intention* of the harasser”
  - “This is not your fault. You have done **nothing wrong.**”
- But most importantly: Create trust *and* dare to ask!



With the support of the  
Erasmus+ Programme  
of the European Union



[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)

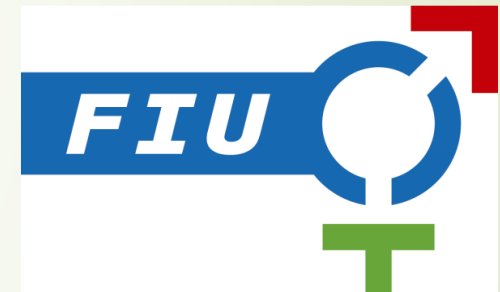


# Practice talking about boundaries and culture! But why and how?

- ▶ Conversations about boundaries and what workplace culture you and your co-workers would like, is essential to getting a sexual harassment-free work environment.
- ▶ These types of conversations are important because they help everyone being more sensitive to the fact that everyone has different boundaries *and* they practice everyone in becoming better at communicating their own boundaries, their likes and dislikes.
- ▶ The more often these conversations are practiced, the better!
- ▶ **Exercise.** Spend 10 minutes to each write down:
  - Five ways in which this conversation could be begun/implemented in your workplace
  - Five questions that you think could initiate a conversation about boundaries and culture



With the support of the  
Erasmus+ Programme  
of the European Union



[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)



# More ideas

- ▶ Ideas for how to initiate conversations about boundaries and culture:

Arrange an after-work meeting on “boundaries and culture”

Have your boss mention what your idea of a good workplace culture is before an office party

Write about the culture you want in your team’s newsletter

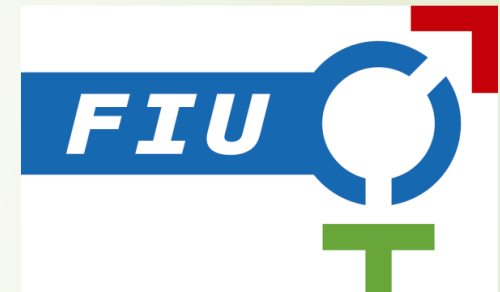
Put up visible posters with some quotes or lines to remind about your culture/values

- ▶ Examples of questions you could talk about:

What kind of humour do we like/want? Do we hug or not?  
How do we compliment each other? How do we deal with issues or disagreements?



With the support of the  
Erasmus+ Programme  
of the European Union



[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)

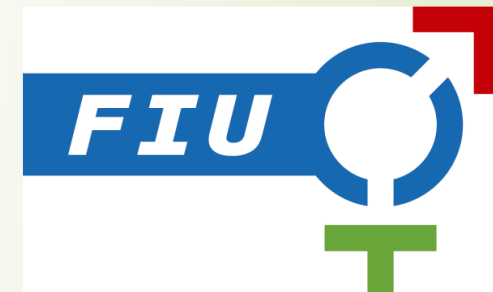


# Create a policy on sexual harassment

- What sexual harassment is in concrete terms
- That sexual harassment is not tolerated (this does not necessarily mean that one has to lose his or her job because of an inappropriate joke, but it is about sending out the signal that sexual harassment in the workplace is not okay)
- What behaviour/language/humour/touch/atmosphere is considered unacceptable
- That sexual harassment is defined by the experience of the offended and not by the intention of the offender.
- What second-hand sexual harassment is and that victims of SOSH are also covered by this policy
- Who in the company to contact in case a person is subjected to, or sees others subjected to sexual harassment.
- What disciplinary action to apply for sexual harassment/whether there are sanctions for sexually harassment behaviour (some companies will not impose sanctions in advance, because each case is evaluated on a case-by-case basis)
- That one can speak anonymously about cases



With the support of the  
Erasmus+ Programme  
of the European Union

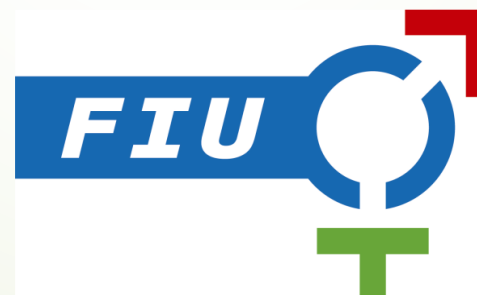


[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)





And at last:  
A quiz on what you have learned today



[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)



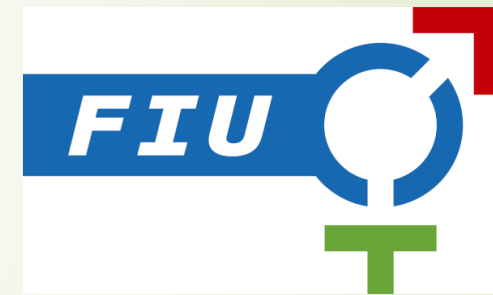
With the support of the  
Erasmus+ Programme  
of the European Union

# Quiz

1. Which three factors point to who is most at risk of being subjected to sexual harassment?
2. What words/sentences are advantageous to use or not to use if you suspect that someone has been subjected to sexual harassment and you want to ask the person about it?
3. What is important to remember to say in a conversation with someone who says he/she/they *has* experienced sexual harassment?
4. What is important *not* to say in a situation with someone who *has* been subjected to sexual harassment?
5. What matters the most: The *experience* of the person who has been subjected to sexual harassment, or the *intention* of the harasser?
6. Why are conversations about boundaries and culture important when the aim is to prevent sexual harassment?



With the support of the  
Erasmus+ Programme  
of the European Union



[www.FIU-ligestilling.dk](http://www.FIU-ligestilling.dk)

