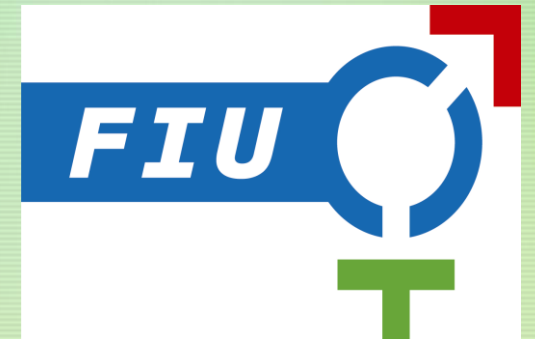


Sexual harassment

- Also a colleague's responsibility



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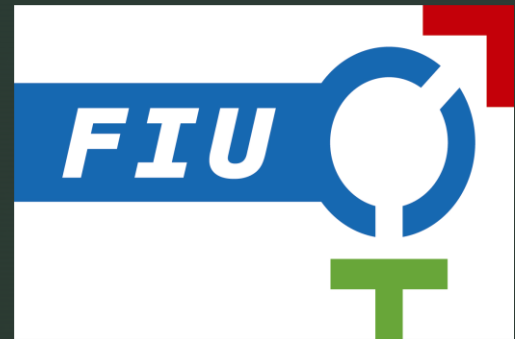


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Plan for today's course

- Learn about why preventing and dealing with sexual harassment is everybody's business
- Intervening: What co-workers can do
- Learn how to intervene
- Get tools on how to work with co-worker responsibility in your workplace
- Read more? : <https://fiu-ligestilling.dk/en/tools-and-materials/sexual-harassment-how-to-speak-out-as-a-colleague/>

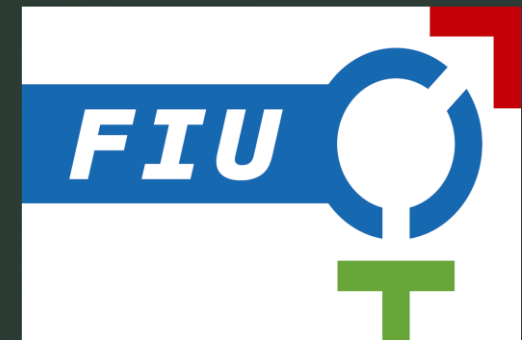


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Sexual harassment is everybody's business – not just the harasser and the harassed's

- Shared responsibility:
For preventing/dealing with sexual harassment *and* creating a good work environment
- Be serious about bystander responsibility
- Not intervening = passive support
- Consequences: Psychological, economic

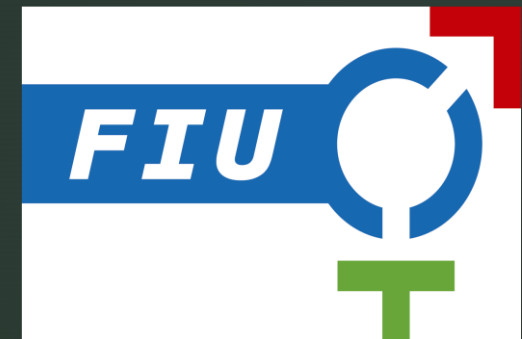


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▶ The upside to actively involving yourself

- You can help someone – a lot!
- If you, as a witness, think it is uncomfortable – then put yourself in the shoes of the person on the receiving end of the sexual harassment
- Getting involved = preventing

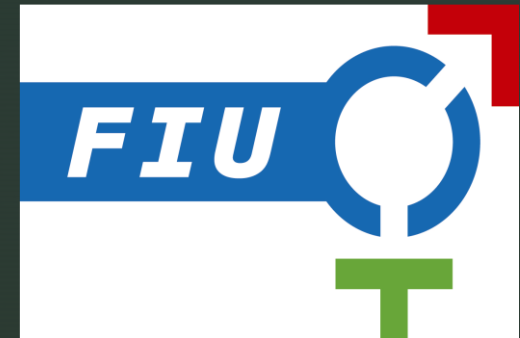


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Why speaking up as a bystander is often not easy

1. Grey area
2. Fear of social exclusion, of second hand sexual harassment, and of peer pressure
3. It is a taboo topic
4. Sexual harassment is about the harassed's *experience* which is hard to get clear on as a bystander

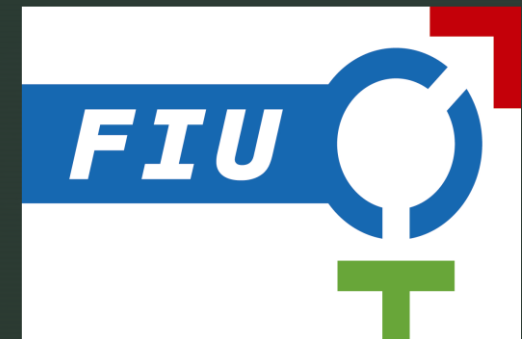


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How to speak up

- Arrange a meeting on co-worker responsibility.
Talk about:
 1. The importance of speaking up + why prevention is everybody's responsibility
 2. What people find difficult about speaking up
 3. Which words/sentences could be used
 4. Practice, practice, practice!
 5. What to say if someone acts defensively/disrespectfully
- If it helps, start using the term: killjoy



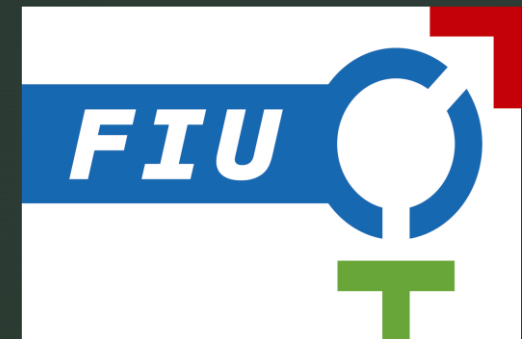
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How to speak up – examples

- “You might have crossed the boundary a bit there – are you sure that was okay?”
- “Remember it’s your colleague you’re talking to”
- “When you say things like that, some people might find it offensive – at least, I do”
- “The rest of us are working, so you should do the same”
- “You need to be careful about what you’re saying – one day you’ll say it to someone who finds it offensive”
- “We don’t treat each other like that here”
- “Would you like it if someone was like that to you?”
- “I’ll probably be a killjoy now – but maybe you shouldn’t talk like that?”

Or: “I heard that – are you okay? Did you find that uncomfortable?”

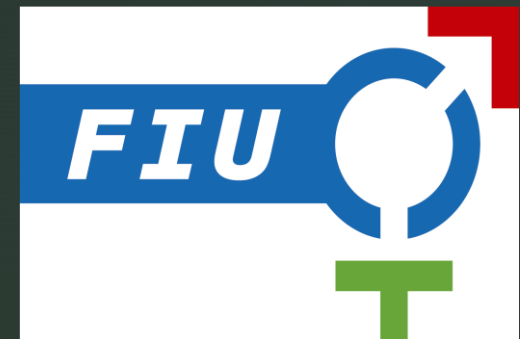


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Exercise

Write down five sentences that you
would be comfortable with
+ why these work for you

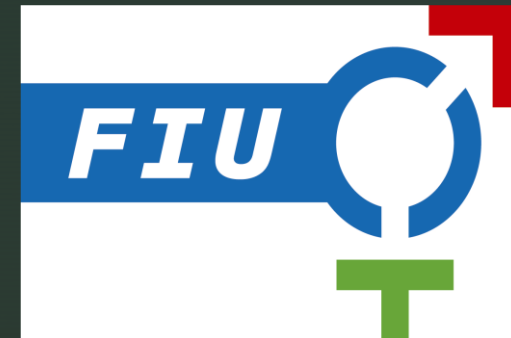


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Responding to defensive comments

- “Relax, I didn’t mean it like that”
- “It was just a bit of fun”
- “If you can’t stand the heat, ...”
- “It was a compliment!”
- “What a dull workplace if we can’t even flirt a bit!”
- “She/he should stop inviting it/walking around in short skirts/wearing low-cut tops”
- “It really wasn’t that bad”

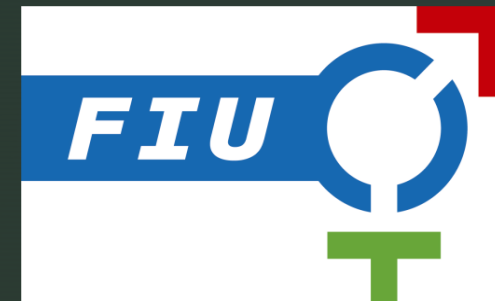


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Responses

- “Maybe you think it is funny – but I don’t. So please be mindful of the fact that people have different understandings about what is funny.”
- ”I would be upset if you talked to me like that.”
- “Flirting involves two people – it is not flirting if someone does not like it. So please stop deflecting by calling this flirting.”
- “Everybody can dress exactly how they want to without having to listen to any of those kinds comments, so please stop.”
- “It is not about standing any heat... It is about being respectful to each other.”
- “I am completely relaxed. I just don’t appreciate this kind of language/behaviour.”
- “Well, I don’t find that funny at all”
- “I know you probably didn’t mean to say anything hurtful, but I really think you should think about how you may impact other people with what your say”

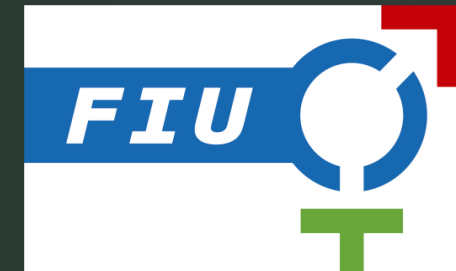


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To sum up of today's learnings:

- Preventing and dealing with sexual harassment is every co-workers shared responsibility
- Not intervening = passive support
- Intervening is difficult, but very important.
- Schedule a meeting where you discuss co-worker responsibility and how to intervene
- Become a killjoy
- Find what sentences work for you – and practice!
- If you don't intervene – reach out to the person afterwards.



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