

# WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or which contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment. Sexual harassment can happen between people of any gender, ethnicity and age. It is more common when there is an imbalance of power.

## **THE FOLLOWING ARE EXAMPLES OF WORKPLACE SEXUAL HARASSMENT:**

- Unwelcome or offensive sexual jokes or remarks whether made directly to you or around you.
- The implied promise of work or career advancement for sex, or the implied threat of blacklisting or discrimination if you refuse.
- Unwelcome touching, patting or pinching by anyone.
- Offensive hand or body gestures.
- Unwelcome sexual advances from anyone involved in your work– including those senior to you.
- Repeated requests for a date or being followed home or to your hotel room by anyone.
- Unwanted compliments or advances in person, online or via messaging.
- Unacceptable sexual behaviour by anyone.
- Sexually provocative posters or visual material of a sexual nature
- Sharing or posting of digital or physical images of a sexual nature.
- Unwanted sexual material from a colleague including online or texted/sms sexual images or other content.
- Unwanted comments, questions or teasing about your sexual activities or private life.
- Unwelcome or offensive sexual jokes or remarks about an artist, audience member or member of the crew.
- Any sexual contact without consent/rape

The important thing is how you feel, not whether the person causing it perceives or intends their actions to be offensive.

No matter what your position, you do not have to put up with sexual harassment.

## **IF YOU SEE SOMETHING, SAY SOMETHING.**

If you have any concerns talk to

### **FOR MORE INFORMATION CONTACT**

Safe to Talk (National Sexual Harm Helpline) **0800 044 334** / TXT **4334**  
or call **HELP** on **0800 623 1700**