

SEXUAL HARASSMENT IN THE WORKPLACE SHOULD NEVER BE TOLERATED!

DON'T ACCEPT IT!

WHAT IS SEXUAL HARASSMENT?

Any form of unwanted conduct of a sexual nature, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.

Physical:

- ☛ Physical violence
- ☛ Physical contact
- ☛ Job-related threats or rewards in exchange for requests of a sexual nature

Verbal:

- ☛ Comments and questions on the employee's appearance, dress, age, and other personal lives;
- ☛ Sexual comments, stories, jokes;
- ☛ Recurring invitation (meeting, romantic date);
- ☛ Condescending or paternalistic notes.

Non-verbal:

- ☛ Circulation of sexually pronounced materials
- ☛ Sexual gestures
- ☛ Whistling



Almost **every other** employed women in European Union countries have experienced sexual harassment in the workplace

Only **1/4**
of those ask for help



Sexual harassment might cause severe problems



Psychological

Feeling weak, self-blaming, insomnia, anger, tension, depression

Biological

Headache, backache, vomiting, high blood pressure, change in weight, fatigue

WHAT TO DO ABOUT SEXUAL HARASSMENT IN DAILY WORKING LIFE

- ☛ **Don't blame yourself**
- ☛ **Say "No" clearly and firmly**
- ☛ **Don't back off because of how others react**
- ☛ **Give yourself credit**

Act!

- ☛ Speak up, talk about the problem
- ☛ Document every incident in detail and keep all evidence
- ☛ Document your job performance and carefully avoid violation of law or regulation
- ☛ Use the internal grievance system to file a complaint
- ☛ Complain to human rights organizations
- ☛ Report to the police
- ☛ File a lawsuit

REPORT

if you witness or experience sexual harassment in the workplace
Contact us:

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