SEXUAL HARASSMENT IN THE MEDIA

DEFINE IT

Sexual harassment is unwanted and offensive behaviour of a sexual nature that violates a person’s dignity and makes them feel degraded, humiliated, intimidated or threatened. It is the person on the receiving end of the behaviour who decides whether or not it is unwanted or offensive, regardless of what the other person’s intention is.

REPORT IT

Whether you experienced sexual harassment yourself or were witness to it, know your rights when it comes to reporting it. These include the right to confidentiality, the right to be free from victimisation or retaliation.

DEAL WITH IT

Establish a team culture of accountability to company policies, including sexual harassment policy.

CHANGE IT

Commit to being a zero-tolerance organisation by:

- Educate yourself and educate your team members about sexual harassment. Hold an informal meeting with your team members to discuss sexual harassment and dispel myths
- Acknowledging that sexual harassment happens
- Ensuring buy-in from the board and senior management on the problem and approach

TYPES OF SEXUAL HARASSMENT

- **PHYSICAL**: When someone uses physical pressure or force to have sexual contact with another person against their will.
- **VERBAL**: Someone gives another person unwanted sexual attention through verbal or written comments or conversation.
- **NON-VERBAL**: Someone gives another person unwanted sexual attention through noises or actions at a distance.

ENSURE THAT YOU FAMILIARISE YOURSELF WITH YOUR:

- organisation’s sexual harassment policy (if it exists)
- rights and the laws in your country

A sexual harassment policy is a written document with practical and detailed definitions, processes and steps to help your organisations prevent and handle cases of sexual harassment.

A sexual harassment policy should be presented in plain and user-friendly language that you can easily explain to your employees.