



# Sexual Harassment



## 1. Definition of sexual harassment

Sexual harassment refers to any unwelcome verbal or physical conduct of a sexual nature, which may also include any such diagrams, text, glare or poses, by a person to another person. Examples include a girl's act of flipping the skirt of another girl and a boy's attack on the private parts of another boy. In brief, any behaviour which the harassed person considers unwelcome, unpleasant or disturbing may constitute sexual harassment.

## 2. Common types of sexual harassment

- i. Conversation – to talk about sex unnecessarily and intentionally
- ii. Bodily contact – to touch the other's body unnecessarily and intentionally
- iii. Non-verbal acts – say, to whistle or to display sex-related objects
- iv. Sex-related threats or bribery – to request the other to perform acts or provide services of a sexual nature by threatening him/her or offering benefits to him/her

## 3. Causes of sexual harassment

- i. having a playful state of mind and overlooking the seriousness of sexual harassment
- ii. getting used to sexual harassment
- iii. not knowing how to respect others

## 4. Consequences of sexual harassment

The victim: having physical and psychological impact and affecting interpersonal relationship and daily life such as causing insomnia, anxiety, loss of confidence in others and self

The harasser: tarnishing image and being subject to possible liability

## 5. Ways to deal with sexual harassment

| Immediately after occurrence   | After occurrence  |
|--|---|
| <ol style="list-style-type: none"><li>i. calm down</li><li>ii. make your stance clear and reject resolutely</li><li>iii. seek assistance</li></ol> | <ol style="list-style-type: none"><li>i. do not blame yourself and feel guilty</li><li>ii. talk to someone you trust</li><li>iii. jot down the date, time, location and what the harasser did and said as evidence for future use</li><li>iv. seek guidance from professionals and consider taking legal action</li></ol> |

## 6. Prevention of sexual harassment

- i. to understand the seriousness of sexual harassment as well as its harm and impact on the harassed person
- ii. to develop a respectful, healthy and equal relationship with the same and opposite genders
- iii. to always take heed of whether what you say and do is allowed and to get to know more about others' boundaries and feelings