

# WHAT CAN I DO?

## Sexual Harassment at Work



### 1 **NO!** Tell them off

Clearly and firmly voice your objection to the specific act of harassment. Set and enforce your boundaries.

### 2 Get emotional support

Talk to sympathetic friends or colleagues. Also reach out to a women's organization such as AWAM to explore your options.



### 3 Write it all down



Describe each incident with full detail; the date, time, place, witness(es), and evidence if any. If you choose to take action later, this will be useful.

### 4 Make a formal complaint



You can file a complaint at your office with the HR department or with existing mechanisms to address sexual harassment at work.

# THE MANY FORMS OF SEXUAL HARASSMENT

Sexual harassment is conduct of a sexual nature that is unwanted and unwelcome. This can come in many forms, as you can see below.

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## VERBAL

This includes offensive or suggestive remarks, comments, jokes, jests, sounds, and inappropriate questions.

## PHYSICAL



This can include inappropriate touching, patting, pinching, stroking, brushing up against the body, hugging, kissing, and fondling.

If there is no one you feel safe talking to or your complaint is ignored, please reach out to AWAM for help. Alternatively, make a police report.

Telenita Helpline  
016 237 4221



Mon- Fri | 9.30am - 4.30pm