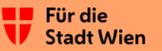


# How do I identify Sexual Harassment?



Sometimes, it is not easy to recognize where sexual harassment begins. The following advice can help you identify certain types of behaviours.

*From the Institute of Women's and Men's Health/ Project NEDA*

## What is Sexual Harassment?

Sexual harassment is unwanted sexual behaviour or other behaviour based on sex or gender that affects a person's dignity. Whether a behaviour is unwanted, is determined by the feelings of the affected person. The affected person alone has the right to determine that something is sexual harassment.



Sometimes, it is not easy to identify, where sexual harassment begins.

Important: When a behaviour feels disrespectful or it crosses a personal boundary, then it is! What counts is how you perceive a behaviour and how it makes you feel.



## Sexual Harassment can take many Forms



**Physical forms** include unwanted touching or physical contact, up to sexual assault, coercion to commit sexual acts and rape.



**Verbal forms** include suggestive or derogatory comments, sexist comments or insinuating jokes, uncomfortable intimate questions, repeated unwanted invitations or insults.

**Non-verbal forms** include catcalling, repeated staring, derogatory, provocative gestures, showing or displaying sexist or pornographic material or unwanted gifts.

## Harassment can happen anywhere.



Sexual harassment can happen anywhere: at home, at work, at the store, on the train or in public. Unfortunately, it can even happen in one's own family, relationship or with friends. Sometimes it happens openly, sometimes it is hidden. Sexual harassment, sadly, happens very often – a lot of people experience it at least once in their lifetime.



## It is not your Fault!

Many people who experienced sexual harassment feel ashamed or guilty. There is no reason to feel guilty or ashamed. Only the person affected has the right to decide if something is sexual harassment.

Sexual harassment is sexualised violence and can never be justified!

Sexualised violence can have negative effects for the (mental) health of those affected and it is forbidden by law.



## Everyone has a Right to personal Boundaries!

Each person has different personal boundaries and a right to sexual self-determination.

What does that mean? It means that everyone decides for themselves who they want to have sex with, who they want to be touched by and who they want to spend time with. No one else is allowed to decide that. Not your partner, not your colleagues, not your friends or family.

No means no. Otherwise, it is sexualised violence or sexual harassment.



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