

LET'S TALK ABOUT SEXUAL HARASSMENT CHECKLIST

Sexual harassment in the workplace is never ok.



WHAT IS SEXUAL HARASSMENT?

- Sexual harassment: *Any type of sexual behavior which is unwelcome to the person affected by it and is intended to impair the self-respect of the person concerned, or which has this effect, particularly when the behavior results in a threatening, hostile, degrading, humiliation or insulting situation. The behavior may be verbal, non-verbal and/or physical.*
- Verbal – E.g., unwanted comments about the body, sexuality, catcalling and requesting sexual favors.
- Non-verbal – E.g., leering, sexual body movements, showing sexual oriented pictures, letters or mails.
- Physical – E.g., touching, bumping, grapping, kissing and providing unsolicited back or neck rubs.

ABOUT THE PROJECT - SEXUAL HARASSMENT IN THE HEALTHCARE SECTOR

- The objective of the project has been to develop a Nordic experience-based network that gives room for new ideas on methods, knowledge development and awareness with regards to the prevention and management of sexual harassment in the healthcare sectors of the selected Nordic municipalities. During the period 2018-2020, has resulted in the three reports; **Report 1** - *A collection of data on legislation, scale, guidelines and management of sexual harassment in the healthcare sector on a municipal and a national level, in the municipalities of Akureyri, Arendal, and Eskilstuna*, **Report 2** - *Comments to questionnaires of healthcare employees in Akureyri, Arendal, and Eskilstuna* and **Report 3** - *Working note from focus group interviews with managers, department leaders, union representatives, and safety representatives from the health sector in Akureyri, Arendal, and Eskilstuna municipalities*. To read the full reports [click here](#).

Another outcome of the project has been the developed materials based on the findings from the three reports. This material consists of a flyer and posters with illustrations showing health care workers being exposed for unwanted sexual attention in their workplace. The material will be implemented and sent out to all employees and healthcare institutions involved. The material is available for all Nordic countries and can be downloaded from www.senterforlikestilling.org.

- What is the risk?** The healthcare sector often consists of “risk situations” such as alone work, night and weekend shift, work in “private” settings and social settlements at work. In addition, the healthcare sector has a high share of part-time and temporary employments, as well as high rates of sick leave. As such, it is particularly vulnerable to different forms of power abuse due to dependence and subordination.

- Who is at risk?** Young and new workers, women, apprentices, temporary employees, employees who represent or are perceived as a minority.
- Preventive measures!** *Employers and managers of organizations and educational institutions shall prevent and stop harassment and sexual harassment in their area of responsibility* (Equality and Anti-Discrimination Act § 13).

LET'S TALK

- The workplace culture can change if we talk about it.
- Together we can prevent sexual harassment in the work environment.
- The four reported main reasons employees don't talk about experienced or observed sexual harassment; "*not serious enough*", "*considered as an accepted risk by working with the patient/user group*", "*don't want to make a fuss*" and "*I felt the user/patient could not be held responsible for the action*". Sexual harassment in the work environment is never ok.
- Make preventions and actions against sexual harassment a topic in staff meetings regularly.
- When new employees start working – tell them that sexual harassment at your workplace is not OK and where to turn.
- Sexual harassment can happen to everyone, including patients.

WHERE TO TURN

- HR department has procedures according to sexual harassment. You can report to them and get help on what to do next. (Link)
- Sexual harassment needs to be registered in the deviation system.
- Reporting system. (Link)