



Sexual Harassment

# Take a Stand: End Workplace Sexual Harassment Now!

At this workplace, we **do not** tolerate any form of sexual harassment against any member of staff.

**Sexual harassment** is a form of unwelcome and inappropriate behavior or advances of a sexual nature, including comments, requests, or actions, that create a hostile or intimidating environment in the workplace or any other setting.

**Speak out** if you notice any of these behaviours:



### Quid pro quo

Anyone in a position of authority offering favourable treatment or benefits (jobs, promotions, grants, or academic grades) in exchange for sexual favours.

### Power Abuse



### Harmful power dynamics

Supervisors, managers, teachers, or anyone in a position of authority using their power to coerce or manipulate subordinates.



### Retaliation

Anyone in a position of authority using power to threaten or retaliate against victims who refuse advances or report harassment.

### Toxic Work Environment



### Unwanted advances

Unwanted advances refer to any non-consensual, unwelcome, and inappropriate sexual or romantic overtures, propositions, or actions directed at an individual.

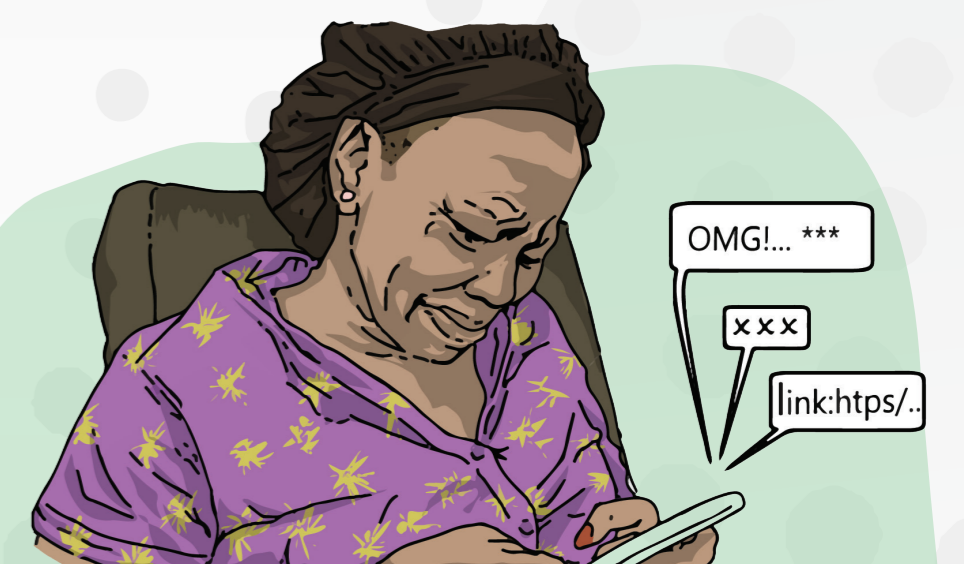


### Unwanted touch

Unwanted touch refers to any form of physical contact of a sexual or intimate nature that is initiated without the clear and voluntary consent of the recipient and is perceived as unwelcome

### Inappropriate words

Inappropriate words refer to language or expressions of a sexual or explicit nature that are unwelcome, offensive, or harassing.



### Cyber harassment

Abusers may use online platforms and social media to harass and intimidate their victims, knowing that the anonymity of the Internet can amplify their power.



Confidentially report any form of sexual harassment.

Internally report to: ..... Cell: .....

or AMKA Africa Justice Initiative: 0792 119987

FIDA Kenya: 0800 7312312 (toll-free)

NPS Gender & Child Protection Hotline: 0800 722203 (toll-free)

Access educational videos on sexual harassment by scanning this code.

