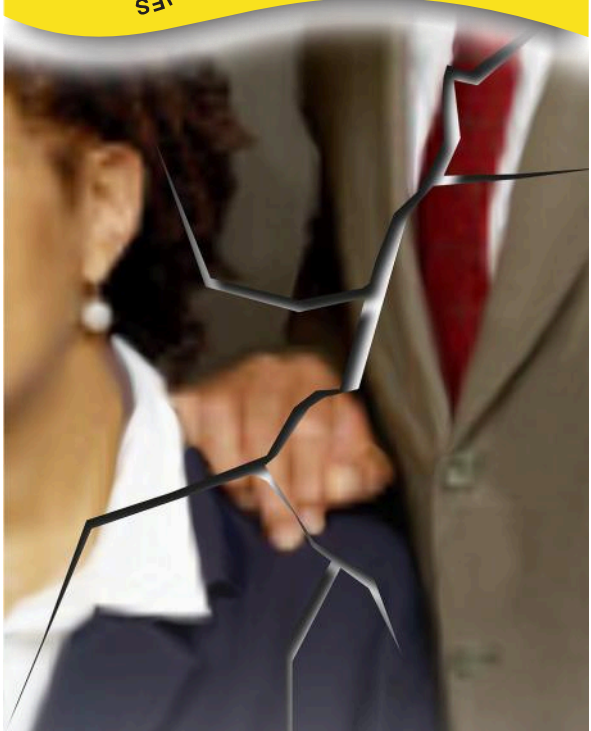


REPIBLIK SESEL



DEPARTMAN  
DEVELOPMAN  
SOSYAL



LAVANS  
SEKSYEL  
ENDEZIRAB

SA KI OU DEVRET KONNEN

# LAVANS SEKSYEL ENDEZIRAB

## DEFINITION:

- **Bann konportman seksyel ki pa dezirab**
- **Diskriminasyon**
- En baryer pour larmoni ant zonn ek fanm dan landwar travay
- En form **vyolans domestik**

### Lavans Seksyel Endezirab

i kont lalwa Sesel:

- ◆ *“En lanplwayer pa devret komet okenn aksyon endezirab kont en anplwaye”*  
Akt Lanplwa (1995); seksyon 46b
- ◆ *“En zofisye piblik pa devret fer lavans seksyel kont en koleg servis piblik oubyen en manm piblik”*  
Akt Etik Zofisye Servis Piblik (2008), seksyon 16

## Ki manyer ou **prouv** bann lavans seksyel endezirab ??

- **Pa port latansyon** sa bann konportmant;
- Ou dir li non, **ou rezet sa bann lapros;**
- Ou **rod led avek en lot dimoun;** ou koleg travay, ou siperyer, zofisye resous imen, en manm lafanmiy, zanmi.
- Kantmenm oun **deza** annan en relasyon oparavan avek sa dimoun pa zistifye sa bann konportman endezirab.

# DIFERAN FORM

## KONPORTMAN NON-VERBAL

Bann akt endesan,  
ekspoz lekor dan  
en fason endesan,  
portre lobze  
endesan.



## KONPORTMAN VERBAL



Konversasyon ek son  
ki annan lentonasyon  
seksyel, remark ofansiv e pa  
apropriyer lo lekor en dimoun,  
ban sizesyon endesan, bann  
fars seksyel,kestyon endesan  
lo seksyalite en dimoun,  
anvoy bann mesaz  
endesan lo telefonn.

## KONPORTMAN FIZIK

Touse,  
Frot avek en  
parti lekor,



latak seksyel  
e **VYOL**.

# KONSEP

Lanplwayer i oblize anba lalwa pou asire ki lanvironnman travay i protez **dignite** son bann anplwaye.

## Viktimizasyon seksyel:

Viktimize oubyen **entimide** si ou refiz bann lavans seksyel.

## Faver seksyel:

Ler en dimoun ansarz i **rekonpans** zis bann ki aksepte son bann lavans seksyel.

## Diskriminasyon seksyel:

En dimoun dan lotorite ki enfliyans oubyen **abiz zot pouvwat** anver bann travayer (promosyon, formasyon, ogmantasyon saler) ki aksepte zot lapros seksyel e donn zot preferans.

## En landrwa travay ideal i ler:

viktim bann lapros seksyel endezirab pa santi ki zot konplent pe ganny **inyore**, pa pe ganny pran **serye** e **pa per ganny viktimize**.



## Lekel pou kontakte

Si ou pe soufer ek bann lavans seksyel endezirab dan ou landrwa travey, **pa per pou koze**, e **raport** ek ou anplwayer. Si sa sitiasyon pa ganny rezourd par ou landrwa travay pa ezite kontakte sa bann lazans swivan.

### Tribinal Lanplwa

Independence House, Victoria, Mahé

Telephone: (+248) 676 250

### Komisyon Nasyonal Lo Draw Imen

Aarti Chambers, Victoria, Mahé

Telephone: (+248) 225 147

Si ou bezwen sipor, kontakte sa bann **Sosyete Sivil**:

- **Alliance of Solidarity For the Family (ASFF)** ..... Tel: (+248) 323 211
- **Women in Alliance & Solidarity Organisation (WASO)** ..... Tel: (+248) 781 560
- **SAWOP** ..... Tel: (+248) 324 914

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SA PIBLIKASYON I SIPORT SA BANN KANPANY SWIVAN:

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TO END VIOLENCE AGAINST WOMEN AND GIRLS



16 ZOUR AKTIVITE KONT VYOLANS ANT FANM E ZONM  
25TH NOVEMBER – 10TH DECEMBER

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**GENDER SECRETARIAT**

**MINISTRY OF SOCIAL DEVELOPMENT  
AND CULTURE**

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[www.genderseychelles.gov.sc](http://www.genderseychelles.gov.sc)

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