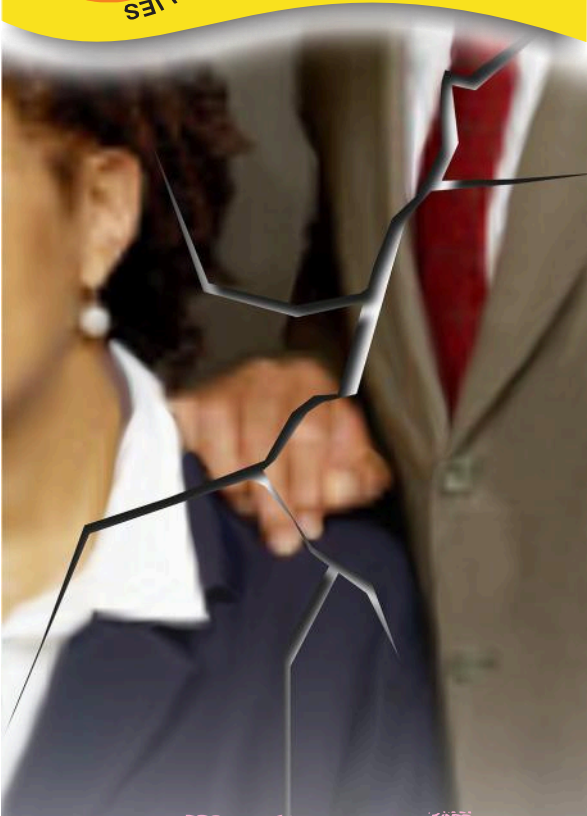


REPUBLIC OF SEYCHELLES



**SOCIAL
DEVELOPMENT
DEPARTMENT**



**SEXUAL
HARASSMENT**

WHAT YOU NEED TO KNOW...

SEXUAL HARASSMENT

DEFINITION:

- **Unwelcome** conduct of a sexual nature
- **Discrimination**
- A barrier to **gender equity** in the workplace & a **healthy and safety** danger
- A form of **Gender Based Violence**

Sexual harassment

is against the laws of Seychelles:

- ◆ *"An employer shall not commit any act of harassment against a worker."*
Employment Act (1995); section 46b
- ◆ *"A public officer shall not sexually harass a fellow public officer or a member of the public."*
Public Officers Ethics Act (2008), section 16

How do you **prove** the sexual conduct was **unwelcome**??

- You did **not respond** to the behaviour, ignored/ walked away from the perpetrator.
- You verbally **rejected** the advances.
- You **sought help** from someone else; co-worker, supervisor, Human Resources official, family member, friend or counselor.
- **Previous consensual participation** does not mean that continued conduct is welcome.

DIFFERENT FORMS

NON-VERBAL CONDUCT

Unwelcome **gestures**, indecent exposure, display or sending of sexually explicit **pictures/objects**



VERBAL CONDUCT



Sexual innuendos, suggestions, hints, comments with sexual overtones, **sex-related jokes or insults**, graphic comments about a person's body in-front of them, **inappropriate inquiries about a persons sexuality**, **whistling** of a sexual nature, **texting** of an explicit sexual nature.

PHYSICAL CONDUCT

Touching, fondling, groping, **brushing** against body part,



kissing, strip search, sexual assault, **RAPE.**

CONCEPTS

Employers by law need to ensure that working environments protect the **dignity** of their employees.

Sexual Victimization:

Victimized or **intimidated** for failing or to submit to sexual advances.

Sexual favouritism:

When a person of authority **rewards** only those who respond to sexual advances.

Coercive harassment:

A person in power influences or attempts to influence a subordinate's employment circumstance (engagements, promotion, training, discipline, dismissal, salary increment, or other benefit) by **coercing** the person to surrender to the sexual advances through application of **favouritism**.

Safe working environment:

Complainants of sexual harassment will not feel that their grievances are **ignored** or **trivialized** or **fear of reprisal**.



If you are suffering from
sexual harassment
in the workplace,
speak up and **report**
this to your supervisor.

Employment Tribunal

Independence House, Victoria, Mahé
Telephone: (+248) 676 250

National Human Rights Commission

Aarti Chambers, Victoria, Mahé
Telephone: (+248) 225 147

If you need support you can contact the following
Civil Society Organisations:

- **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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THIS PUBLICATION SUPPORTS THE FOLLOWING CAMPAIGNS:



TO END VIOLENCE AGAINST WOMEN AND GIRLS



16 DAYS OF ACTIVISM AGAINST GENDER VIOLENCE
25TH NOVEMBER – 10TH DECEMBER

GENDER SECRETARIAT

**MINISTRY OF SOCIAL DEVELOPMENT
AND CULTURE**

P.O. Box 190 • Victoria House

Victoria, Mahé, Seychelles

Phone: (+248) 281841 / (+248) 281660

www.genderseychelles.gov.sc