



HEROES of 'safe and well'

HESS excellence through Culture Essentials

What is sexual harassment?



Sexual harassment is unwanted behaviour of a sexual nature

It is behaviour that makes someone feel uncomfortable, upset, threatened or embarrassed – whether the intention was to make the other person feel that way or not.

It is the impact of the behaviour – how it makes someone feel – that determines whether an act is sexual harassment.

Physical sexual harassment

WHAT TO LOOK OUT FOR

- Staring or looking someone up and down
- Brushing up against someone
- Putting your hand on someone's body without their permission
- Standing too close to someone
- Giving someone a massage if they don't want it or haven't asked for it
- Hugging someone who doesn't want to be hugged

Some of these things may be innocent and not meant in a sexual way, however they may still make someone feel uncomfortable. Any reports will always be investigated fairly and sensitively. In some cases, this may mean simply asking the person to stop, and explaining why.



Verbal sexual harassment

WHAT TO LISTEN OUT FOR

- Promising someone a pay rise in exchange for going on a date, a relationship or sexual favours
- Sexual comments about a person's clothes or appearance
- Wolf-whistling at someone
- Flirting when the other person doesn't want to flirt back
- Asking personal questions about someone's sex life or asking inappropriate questions about someone's relationship
- Talking about your own sex life
- Making jokes about someone's sex life
- Spreading sexual rumours about someone

Non-verbal sexual harassment

WHAT TO BE AWARE OF

- Sending sexually explicit texts or emails
- Repeatedly sending messages asking a person on a date or for a relationship when they've made it clear they are not interested
- Sending unwanted sexual photos or videos
- Asking someone to send you sexual pictures or videos
- Making sexual gestures
- Taking photos of someone without them saying it's ok

What do I do if I experience sexual harassment?

We have a zero-tolerance approach to sexual harassment, so we want everyone to Speak Up. Speak to your Line Manager, Head of Department or HR Manager. You'll never get into trouble or be treated unfairly for telling us about something that has happened to you, regardless of the rank of the people involved.

Every report is taken seriously and investigated sensitively.