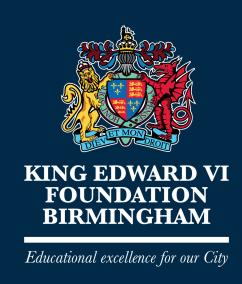
## Sexual Harassment



Sexual Harassment is the unwanted behaviour of a sexual nature which has the purpose or effect of:

- violating someone's dignity, whether it was intended or not.
- creating an intimidating, hostile, degrading, humiliating or offensive environment for them, whether it was intended or not.

## Verbal/written

This includes inappropriate comments, jokes, or remarks about someone's appearance, body, or sexuality, as well as suggestive or explicit conversations.

## Non-verbal

This can be displaying or sharing pornographic or sexual images, or other sexual content as well as leering or making sexual gestures.

## **Physical**

Any unwanted physical contact, such as touching, hugging, kissing, or groping. Sexual assault or rape also falls under this category.

If you experience sexual harassment and want to talk to somebody in confidence, please contact your People Partner who has been trained in supporting colleagues. You will be taken seriously, and you will not be victimised for making a complaint.