

# Sexual Harassment



**KING EDWARD VI  
FOUNDATION  
BIRMINGHAM**

*Educational excellence for our City*

**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.

## **Physical**

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

## **Non-verbal**

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

**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.**

**The King Edward VI Foundation has a zero-tolerance approach to any form of sexual harassment**