

Gender In Education

Sexual Harassment

Sexual harassment is a subtle discriminatory form of gender-based violence. It refers to intentional, unwanted persistent conduct, verbal or non-verbal conduct, gestures or physical contact of a sexual nature. Although this type of discrimination normally occurs between persons of different or same sex, women remain the prime targets.

Forms of Sexual Harassment

1. Hostile environment
 - 1.1 Verbal e.g. persistent, offensive remarks, insults, comments and jokes that demean the dignity of an individual
 - 1.2 Non-verbal e.g. unwelcome gestures, display of suggestive material in the workplace
 - 1.3 Physical e.g. unwanted physical gestures, contact with sexual overtones, sexual assault.

2. Quid Pro Quo Harassment

It occurs when a person of authority abuses his power to employ, dismiss or change the working conditions of his/her subordinates. For example a person may be forced to grant sexual favours in return for a job increase and/or promotion.

3. What can you do if you are harassed?

- Don't keep quiet
- Seek help
- Talk to someone you know and trust
- Report the incidence to a person who has been trained or appointed to handle such cases
- Be willing to accept assistance
- Never allow such behaviour to lower your self-esteem