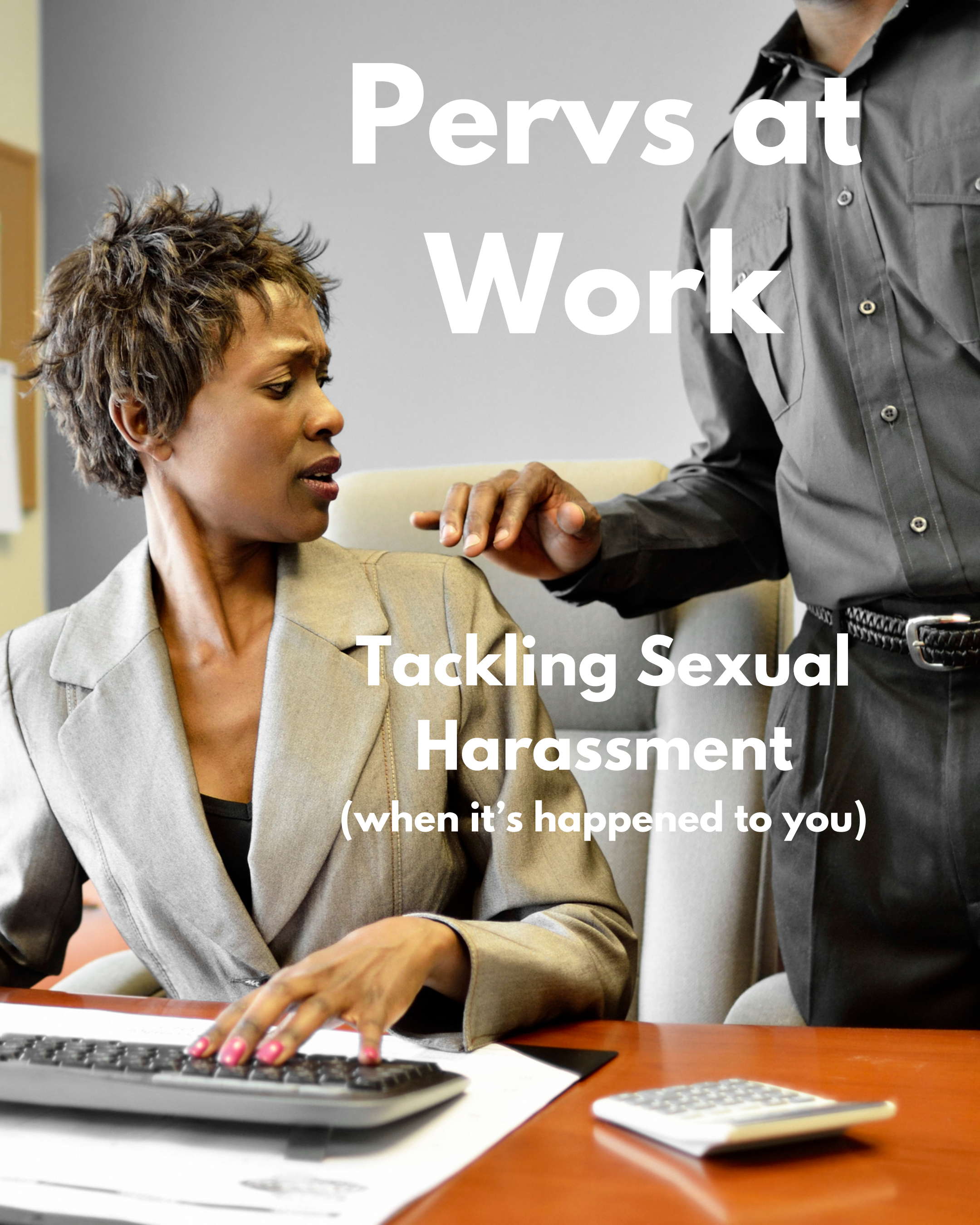


Pervs at Work

Tackling Sexual Harassment
(when it's happened to you)



**If you have experienced sexual
harassment at work**

**You may instantly know and feel
it has happened**

**Or you might feel something is
off, icky, or not right**

**Or you might be second-
guessing yourself**

Or in shock

Or denial

(All of these are normal and OK)

The actions might have been subtle

Or very overt and obvious

They might have been verbal

Or physical

Or in an email or text or image

**You felt deeply uncomfortable,
perhaps even scared**

Some examples of sexual harassment given by the Equality and Human Rights Commission are:

Sexual comments or jokes

Displaying sexually graphic pictures, posters or photos

Suggestive looks, staring or leering

Propositions and sexual advances

**Making promises in return for
sexual favours**

Sexual gestures

**Intrusive questions about
someone's private or sex life**

Discussing their own sex life

**Sexual posts or contact on social
media**

Spreading sexual rumours

**Sending sexually explicit emails or
text messages**

**Unwelcome touching, hugging,
massaging or kissing**

**Criminal behaviour, including
sexual assault, stalking, indecent
exposure and offensive
communications**

**(this is not a finite list, just some common
examples)**

**There is a legal test for it to be
considered unlawful sexual
harassment at work:**

**This is set out in the Equality Act
2010**

**It's worth knowing this test,
because it will help you
understand what has happened
and your options**

It must be:
unwanted conduct
of a sexual nature
that has the purpose
or effect...

of violating your dignity.

or creating an

intimidating

hostile

degrading

humiliating

or offensive environment

**It might be from someone of the
same or different sex**

You decide whether it is unwanted

**It doesn't have to be directed at
you, it can be witnessed or
overheard**

**Just because your employer
condones it**

**Or they have a “bantery”
workplace**

**Or you haven’t complained about
it before**

**Or you nervously tried to laugh it
off in the moment**

Doesn’t mean it’s not harassment



**So it has
happened**

**What can
you do
about it?**

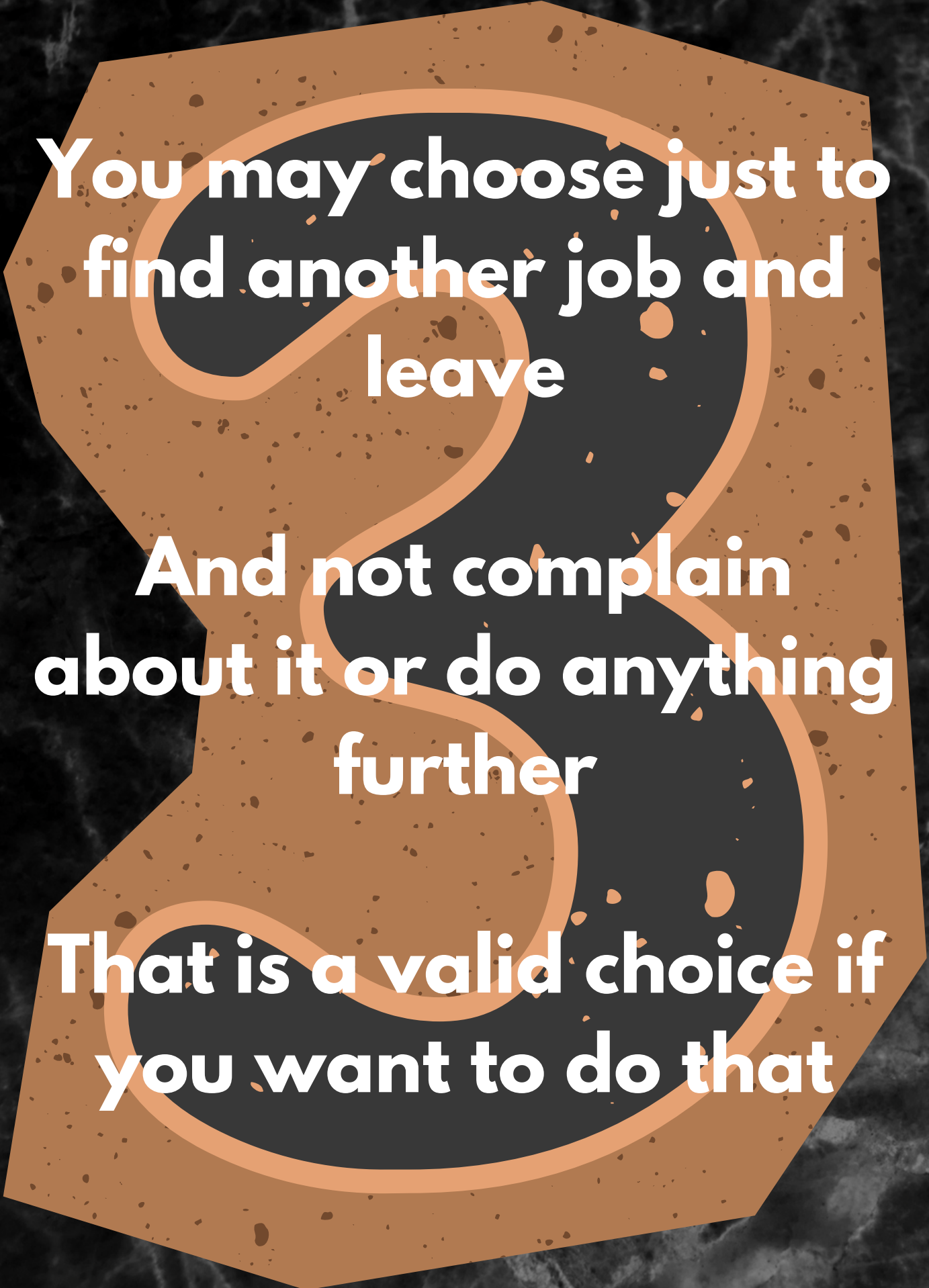
**Confide in a
trusted
manager or
HR**

**Hopefully
they will
step in
immediately
and make
the
behaviour
stop**

**You can raise a
formal complaint
using the
company's
Grievance
Procedure**

This is your right

**Sometimes the company will
use this procedure anyway**



**You may choose just to
find another job and
leave**

**And not complain
about it or do anything
further**

**That is a valid choice if
you want to do that**

**Don't let partners, family or friends (however
well-meaning) influence your decisions, but do
ask them for support and TLC if you need it**

**Whether you make a verbal or
written complaint**

**The company have a duty to take
it seriously**

And investigate properly

So that it doesn't happen again

**(and they don't get accused of sweeping it
under the carpet)**

**This process can leave you feeling
vulnerable and that it's out of
your control**

**It might not get resolved
because they can't undo what has
already happened**

**You might not feel safe or
supported at work any more**

Sometimes:

The colleague and/or the company denies the harassment

You might be portrayed as “the bad guy” and feel very unwelcome at work

You may become unwell due to stress, depression or anxiety

You may feel like you have to leave your job

You feel that the trust has been broken

If you need:

Support throughout this process

Guidance on what to expect

Someone to advocate for you

Help to manage the outcome

To hold the company to account

To achieve some closure

If you want:

**To be recompensed for your
salary, pension and career losses
if you lose your job over it**

**For the hurt you have
experienced to be acknowledged
and compensated**

**To stand up and say “No, this is
not acceptable”...**

**We love helping people just like
you to resolve sexual harassment
situations**

**Don't delay - you have only 3
months less 1 day from the date
the harassment took place to
take action***

**(*we can assess and advise you on your
individual circumstances, as calculating time
limits can be complicated)**

**Please know that you don't have
to sue the company just because
you get legal advice - we focus on
resolution**



We get it

Let us be your safe space

And your champion

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**Experienced Employment Lawyers
fighting your corner**