

IMPORTANT

- All incidents of sexual harassment must be reported to the Sexual Harassment Officer, the harasser's commander; or if the commander is involved, the senior of the commander
- The employee who reported sexual harassment, must be referred for professional help (Social Work Services)
- Employers and employees must ensure that grievances about the harassment are investigated and kept confidential.
- A protection order against an abusive employer or colleague, can be obtained
- In cases of sexual harassment, the consequences and not the intention is of major importance – meaning the impact it has on the victim, and not the intention of the perpetrator
- In every instance employees should clearly indicate that they do not approve of what is being said, done or suggested

THE POWER IS IN YOUR HANDS!



SOUTH AFRICAN POLICE SERVICE

SEXUAL HARASSMENT



SOCIAL WORK SERVICES SEXUAL HARASSMENT DESK

DUTY OFFICER: 079 880 5966
STANDBY: 082 301 2138

ON A JOURNEY TO A SAFER
SOUTH AFRICA

**KNOWLEDGE IS
POWER...**



SEXUAL HARASSMENT is the persistent and unwanted conduct, bullying or intimidation of a sexual nature or the unwelcome or inappropriate promise of rewards in exchange for sexual favours. In most modern legal contexts, sexual harassment is illegal.

The harasser can be the victim's supervisor, a commander in another section, a colleague, or someone who is not even an employee.

Physical conduct of a sexual nature

- Unwanted physical contact
- It also includes a strip search by or in the presence of someone of the opposite sex

Verbal forms of sexual harassment

- Unwelcome suggestions and hints
- Comments with sexual overtones
- Insults or unwelcome graphic comments about a person's body made in his/her presence
- Unwelcome and inappropriate enquiries about a person's sex life

- Unwelcome whistling directed at a person or group of persons

Non-verbal forms of sexual harassment

- Unwelcome gestures
- Indecent exposure
- Unwelcome display of sexually explicit pictures and objects (e.g. pornography)

Sending, delivering or causing the delivery of letters, packages, facsimiles, electronic mail or other objects to the victim or a related person or leaving such items.

Quid pro quo harassment occurs where a supervisor, commander or colleague undertakes or attempts to influence the process of employment, promotion, training, discipline or dismissal in exchange for sexual favours. (In essence, it is 'sexual bribery').

IMPACT OF SEXUAL HARASSMENT

Work-related impact

- Decreased work performance
- Increased absenteeism

Psycho-social effect

- Humiliation by scrutiny and gossip
- Defamation of character and reputation
- Difficulties or stress on peer relationships, or relationships with colleagues
- Effects on sexual life and relationships
- Substance abuse



Psychological effect

- Post-traumatic stress disorder, depression, anxiety and/or panic attacks
- Sleeplessness and/or nightmares
- Feelings of shame and guilt
- Feeling powerless or out of control
- Feeling betrayed and/or violated
- Loss of confidence and self-esteem
- Withdrawal and isolation
- Suicidal thoughts/attempts or actual suicide

Health related

- Headaches
- Fatigue or loss of motivation
- Stomach problems
- Eating disorders (weight loss or gain)
- Increased blood pressure

