

What is Sexual Harassment

Sexual harassment is a problem for anyone, whether it's at work or elsewhere. Women, people in the 2SLGBTQIA+ community, Indigenous people, and people of colour are especially at risk.

Sexual harassment involves physical and verbal actions that are sexual and disrespectful. It can happen in many places and in different ways.

Sexual harassment can include:

- Making unwanted comments about someone's body or sexuality.
- Touching someone without permission.
- Asking for sexual acts or making sexual proposals.
- Telling rude jokes or using disrespectful words about gender.
- Asking for dates or sexual favours.
- Showing sexual pictures, like porn, that others can see.
- Talking sexually and disrespectfully, or "locker room talk."
- Asking about someone's gender identity or private body parts.
- Giving unwanted sexual looks or gestures.
- Sending unwanted sexual pictures or messages.
- Using language or behaviour that is sexist or targets someone's gender or sexuality.

These are just a few examples of harassing behaviour. Sexual harassment includes any sexual actions done without permission that upset or offend others.

The behaviour doesn't have to be aimed at one person to be considered harassment. For example, if you hear a coworker making sexist jokes or see sexual images on their computer, you can speak up. You might not be the only one who feels uncomfortable. It's important to expect a workplace that is safe and free from sexual harassment.