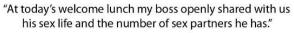
## **Definition of Sexual Harassment**







"He also asked about my colleagues'! No one seemed surprised to hear all that."



"I didn't want to offend anyone on my first day especially not my boss so I just went along and kept silent."







## What is sexual harassment?

- It is regulated by the Sex Discrimination Ordinance ("SDO")
- It can occur intentionally or unintentionally, and even playful acts may amount to sexual harassment.

The SDO defines two forms of sexual harassment:

- 1. Targeting a person
- 2. Creating a sexually hostile environment

## **Targeting a person**

Targeting a person, this involves engaging in conduct of a sexual nature directed at a person. This conduct may include making sexual advances or requesting sexual favors which are unwelcome to the person. Also, a reasonable third person would have anticipated that the other person would be offended, humiliated or intimidated by the conduct.

## **Creating a sexually hostile environment**

Creating a sexually hostile environment involves engaging in conduct of a sexual nature that does not have to be directed at a person. This conduct can be committed alone or with others and creates a hostile or intimidating environment for another person.

According to section 2(5) and section 2(8) of SDO, acts of sexual harassment can be done by any person to a man or a woman.

For more information about sexual harassment, visit <u>COMPASS</u> – the EOC's online resource platform or call the hotline at 2106 2222 to talk to our duty officer.