



INSTITUT
BARCELONA
ESTUDIS
INTERNACIONALS

SITUATIONS OF SEXUAL HARASSMENT AND HARASSMENT BASED ON SEX, SEXUAL ORIENTATION, AND GENDER IDENTITY & EXPRESSION



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[Protocol for the prevention, identification & resolution of these situations](#)



SEXUAL HARASSMENT

Any verbal, non-verbal or physical behaviour, of a sexual nature, that is carried out with the purpose or effect of violating the dignity of a person, especially if it creates an intimidating, hostile, degrading, humiliating or offensive environment.

HARASSMENT BASED ON SEX OR GENDER

Any unwanted verbal or physical conduct, which violates the dignity of the person and creates an intimidating, hostile, degrading, offensive or annoying environment if this conduct is based on the sex or gender of the person affected.

HARASSMENT BASED ON SEXUAL ORIENTATION

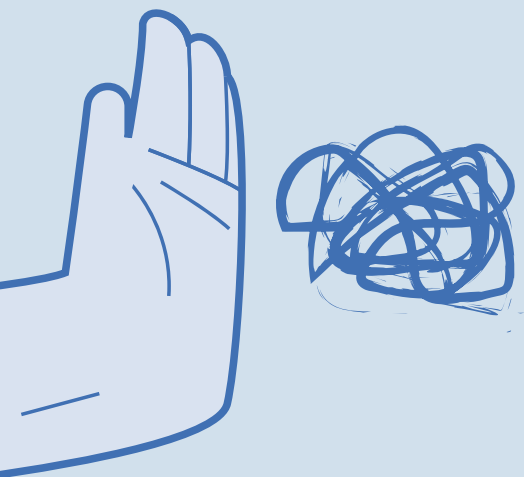
Any unwanted verbal or physical conduct that creates an intimidating, hostile, degrading, offensive or disturbing environment if this conduct is based on the actual or perceived sexual orientation of the person concerned.

HARASSMENT BASED ON SEXUAL IDENTITY, GENDER IDENTITY OR GENDER EXPRESSION

Any unwanted verbal or physical conduct that creates an intimidating, hostile, degrading, offensive or disturbing environment if this conduct is based on the sexual identity, gender identity or gender expression of the affected person.

EXAMPLES OF SITUATIONS OF HARASSMENT BASED ON SEX, SEXUAL ORIENTATION, GENDER IDENTITY OR GENDER EXPRESSION

- ▶ Making derogatory comments about women or men or values considered feminine or masculine, and, in general, sexist comments based on gender prejudices.
- ▶ Undermining professional worth as a consequence of pregnancy and/or maternity/paternity.
- ▶ Exhibiting hostile behaviour towards those –men or women - who exercise rights to reconcile personal, familiar and professional life.
- ▶ Evaluating the work of people with contempt, in an unfair way or in a biased way based on their sex.
- ▶ Having discriminatory behaviours based on the sexual orientation.
- ▶ Addressing the person in offensive ways because of his/her sexual orientation.
- ▶ Making fun of a person in relation to his/her sexual orientation.
- ▶ Belittling the performed work because of the sexual orientation.
- ▶ Perpetrating unequal treatment to a person based on his/her sexual orientation, gender identity or his/her perception of it.
- ▶ Refusing to name a trans-sexual person as required or deliberately using articles or pronouns not corresponding to the gender with which this person identifies.
- ▶ Talking about trans-sexual people in a derogatory way just because they are trans-sexual people.
- ▶ Making jokes about trans-sexual people, whether they are present in the conversation or not.



EXAMPLES OF SITUATIONS OF SEXUAL HARASSMENT

- ▶ Making an offensive physical approach
- ▶ Sending letters or e-mail messages with offensive sexual images
- ▶ Making obscene gestures
- ▶ Leering at another person's body
- ▶ Demanding sexual favours
- ▶ Making vulgar comments about someone's body or physical appearance
- ▶ Spreading rumours, asking or telling about a person's sex life and sexual preferences
- ▶ Making obscene sexual remarks or jokes

