

**SEXUAL HARASSMENT AND
HARASSMENT ON THE BASIS OF GENDER
Teacher's support material**



Six images about sexual harassment and harassment on the basis of gender

teacher's instructions

1. By looking at the images, think what sexual harassment and harassment on the basis of gender mean.
2. In the first three images harassment does not take place, however, in the next three images harassment does take place
3. It is difficult to define where harassment takes place and decisions must be carried out on a case-by-case basis, based extensively on the feelings of the subject of harassment. Two last images contain the definition of sexual harassment and harassment on the basis of gender.



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THAT WENT
REALLY WELL!

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HAVE YOU BEEN TO
THE HAIRDRESSER,
MARY? YOUR HAIR
LOOKS SO NICE.

YES I HAVE.
ONCE IN A WHILE IT'S
NICE TO GET YOUR
HAIR DONE.



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SO, WHY WOULDN'T YOU TAKE A STRAIGHTER POSITION. IT AFFECTS COPING AT WORK AND KEEPS YOU FIT.

YOU'RE RIGHT, I FEEL STRONGER ALREADY!



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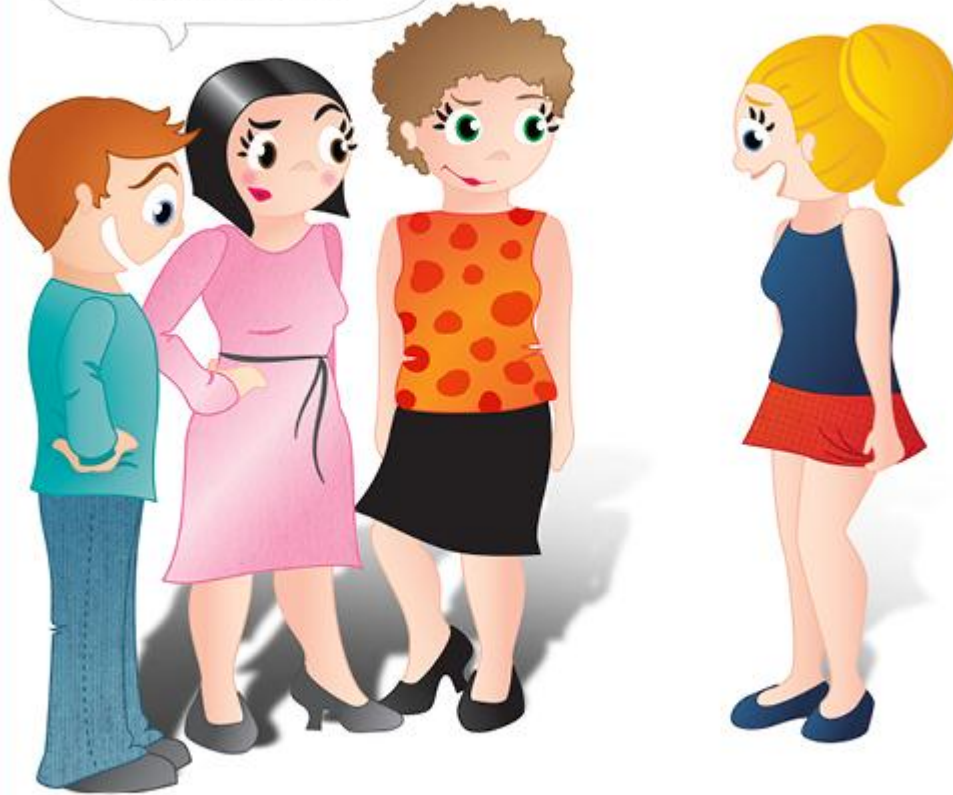


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WOW, COULDN'T FIND
A SHORTER SKIRT?



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I WONDER IF A GIRL
CAN HANDLE THIS WORK?



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Sexual harassment and harassment on the basis of gender constitute discrimination according to the Finnish Equality Act

Sexual harassment means unwanted verbal, non-verbal or physical conduct of a sexual nature that has the purpose or effect of violating a person's physical integrity or moral dignity by creating an intimidating, hostile, degrading, humiliating or offensive environment.

Harassment on the basis of gender means unwanted conduct that is related to a person's gender but is not of a sexual nature and has the purpose or effect of violating that person's physical integrity or moral dignity by creating an intimidating, hostile, degrading, humiliating or offensive environment.



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Sexual harassment can manifest itself in, at least, following ways:

- sexually insinuating gestures or expressions
- obscene language, suggestive jokes, and remarks or questions concerning the body, clothing or private life
- pornographic material, or letters, e-mails, text messages or telephone calls of a sexual nature
- touching
- suggestions or demands concerning sexual intercourse or other sexual contact
- rape or attempted rape

Harassment on the basis of gender can manifest itself, for example, in the following ways:

- derogatory remarks about the opposite sex
- demeaning the opposite sex
- bullying in the workplace or in schools, if based on the victim's gender

Source: The Ombudsman of Equality

<http://www.tasa-arvo.fi/en/discrimination/harassment>



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