

Information on Sexual Harassment

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Let's Take a Step Back:

How do you define
harassment?



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Formal definition

Harassment is unwanted conduct related to protected characteristics, which are sex, gender reassignment (ie transgender status), race (which includes colour, nationality, and ethnic or national origins), disability, sexual orientation, religion or belief, and age, that:



has the purpose of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person; or

is reasonably considered by that person to have the effect of violating their dignity or of creating an intimidating, hostile, degrading, humiliating, or offensive environment for them, even if this effect was not intended by the person responsible for the conduct.

Here are some
examples of
sexual
harassment –



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physical conduct ranging from unwelcome touching or sexual advances to serious assault;

the offer of rewards for going along with sexual advances, eg promotion, access to training;

threats for rejecting sexual advances, eg suggestions that refusing advances will adversely affect the employee's employment, evaluation, pay, advancement, assigned work, or any other aspect of employment or career development;

demeaning comments about a person's appearance;

unwelcome jokes or comments of a sexual or racial nature or about a person's age, disability, sexual orientation or religion;

the open display of pictures or objects with sexual or racial overtones, even if not directed at any particular person, eg social media, magazines or calendars;

the use of obscene gestures;

questions about a person's sex life;



What should you do next?

- Check the policies...are they up to date?
- Is there a general code of conduct for the production?
- Is there a HR person or someone else you can raise matters to?

What else can be done?

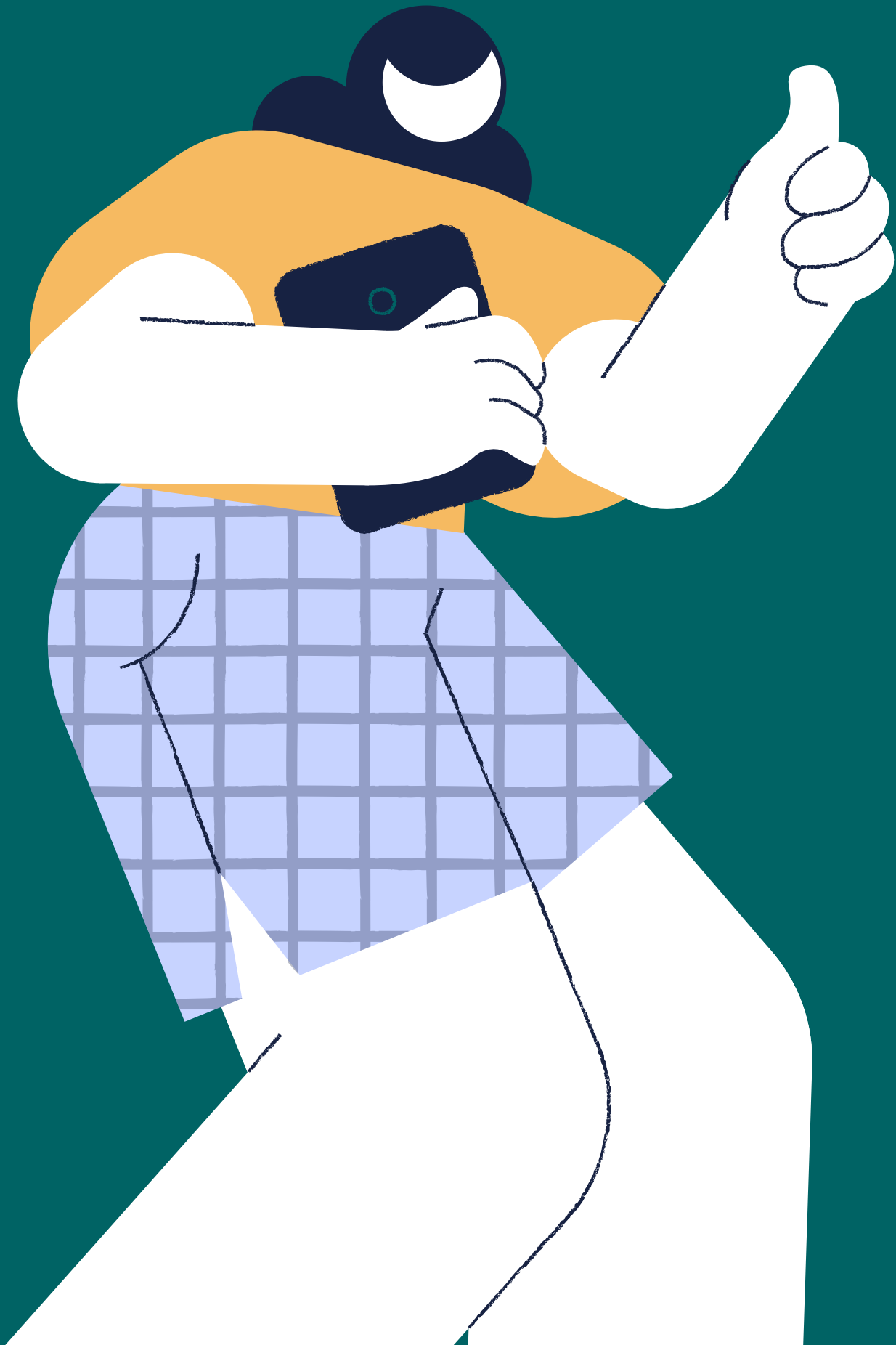
Confidential surveys at the beginning and end of the production.

Assess where people are most at risk.

Training sessions ahead of the production relating to harassment – attended by everyone – including the cast.



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Contact us

www.thesmallhrcompany.com
hello@thesmallhrcompany.com