

NOT OK: STOP SEXUAL HARASSMENT!

1. WHAT IS SEXUAL HARASSMENT?

SEXUAL HARASSMENT IS WHEN A WORKER IS SEXUALLY HARASSED IN HIS OR HER WORKPLACE, OR PLACES WHERE WORKERS ARE GATHERED FOR WORK-RELATED PURPOSES INCLUDING SOCIAL ACTIVITY.



SOURCE: EMPLOYMENT RELATIONS ACT 2007 (FIJI)

2. TYPES OF SEXUAL HARASSMENT



PHYSICAL HARASSMENT includes sexual assault, kissing, patting, pinching or touching in a sexual manner, poking, hugging, brushing up against a person or putting an arm around them.



VERBAL HARASSMENT such as unwelcome comments about a person's appearance, private life or body, or insults and put-downs based on a person's sex.



WRITTEN OR GRAPHIC HARASSMENT includes display of pornographic materials through social media, e-mails, offensive letters and crude jokes.



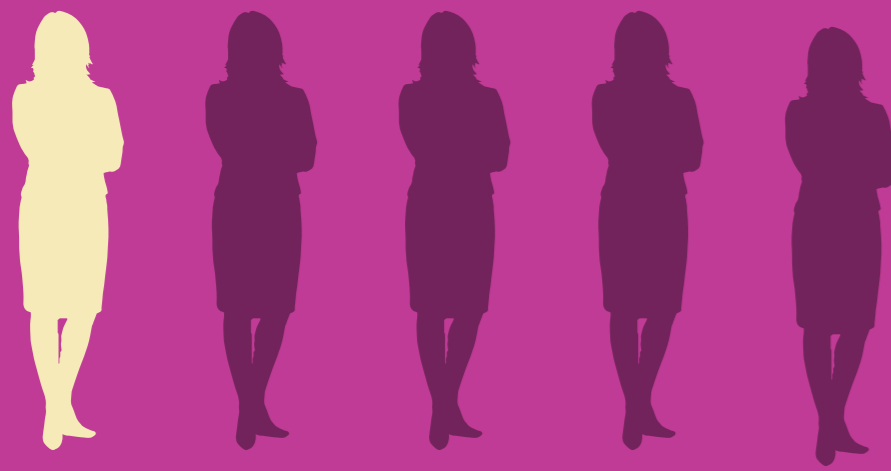
GESTURAL HARASSMENT or sexually suggestive gestures such as winks, nods, leering, gestures with hands, fingers, legs or licking of lips.



EMOTIONAL HARASSMENT includes offensive phone calls, texts or instant messages, sexual propositions or persistent requests for dates.

FWRM 2016 RESEARCH. FULL REPORT ON FWRM.ORG.FJ

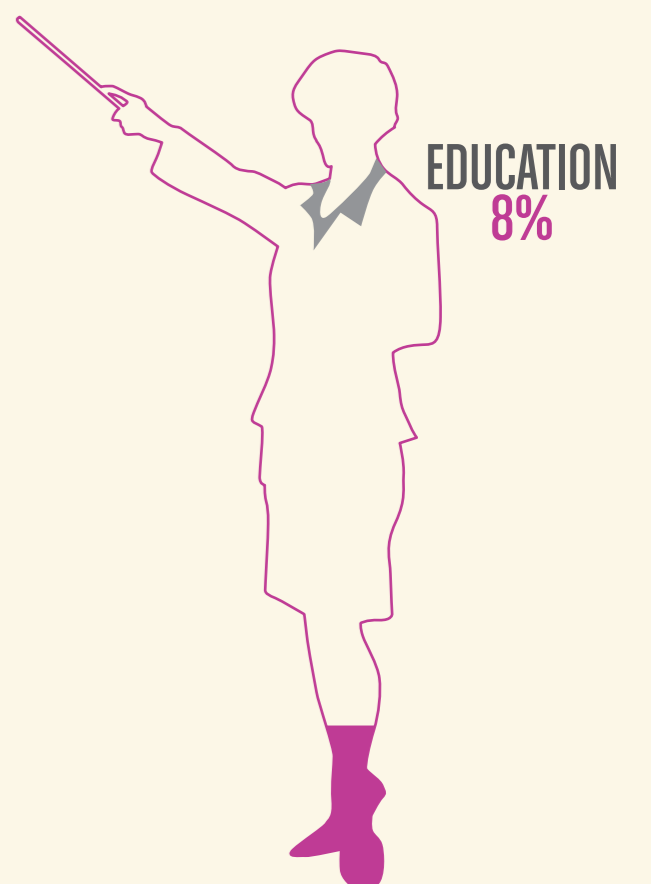
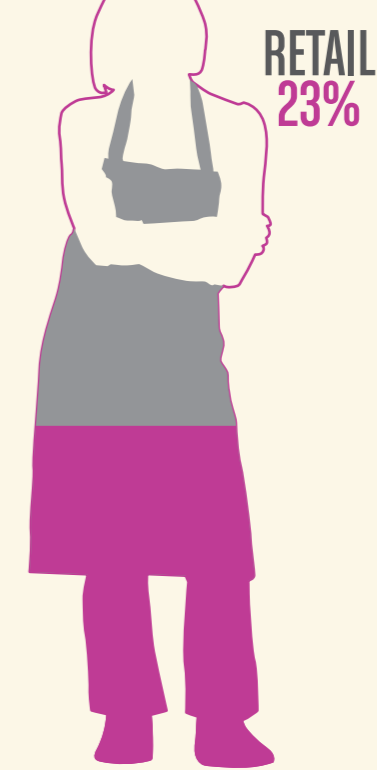
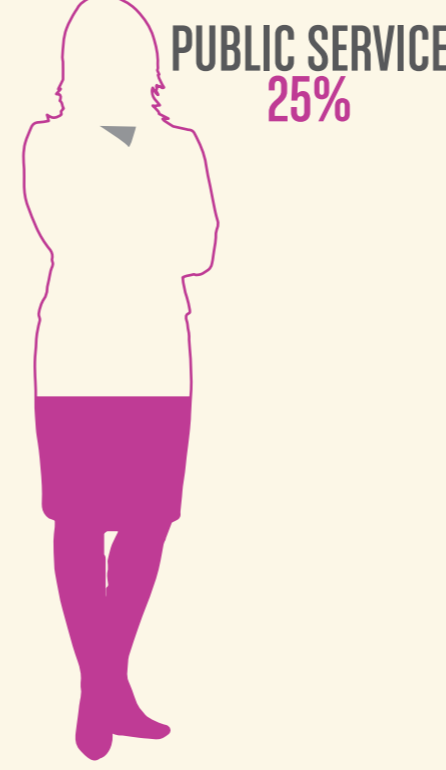
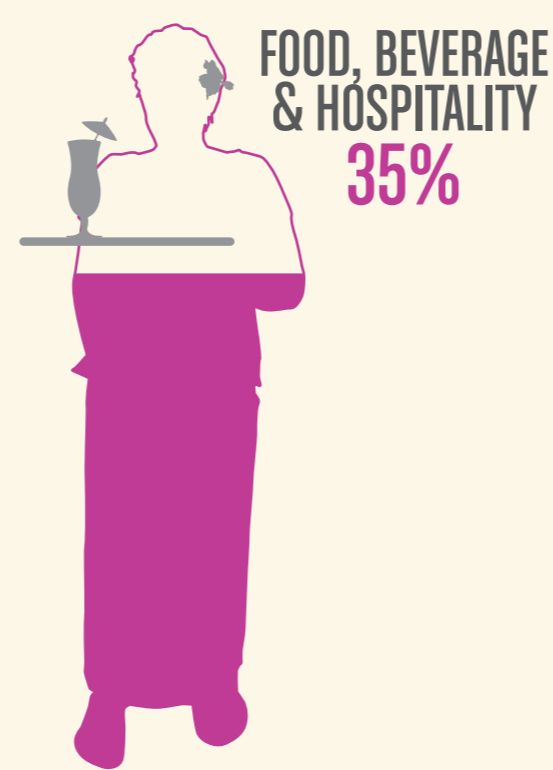
3. STATISTICS FROM 2016 SURVEY



1 IN 5 WOMEN HAVE EXPERIENCED SEXUAL HARASSMENT IN THE WORKPLACE, ACCORDING TO A SURVEY DONE BY FWRM ON 1013 WORKING WOMEN IN FIJI'S FORMAL SECTOR.

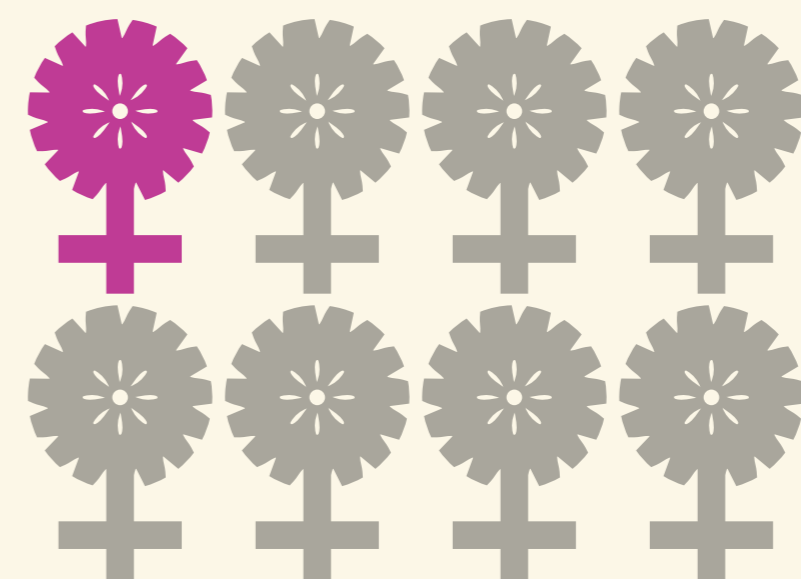
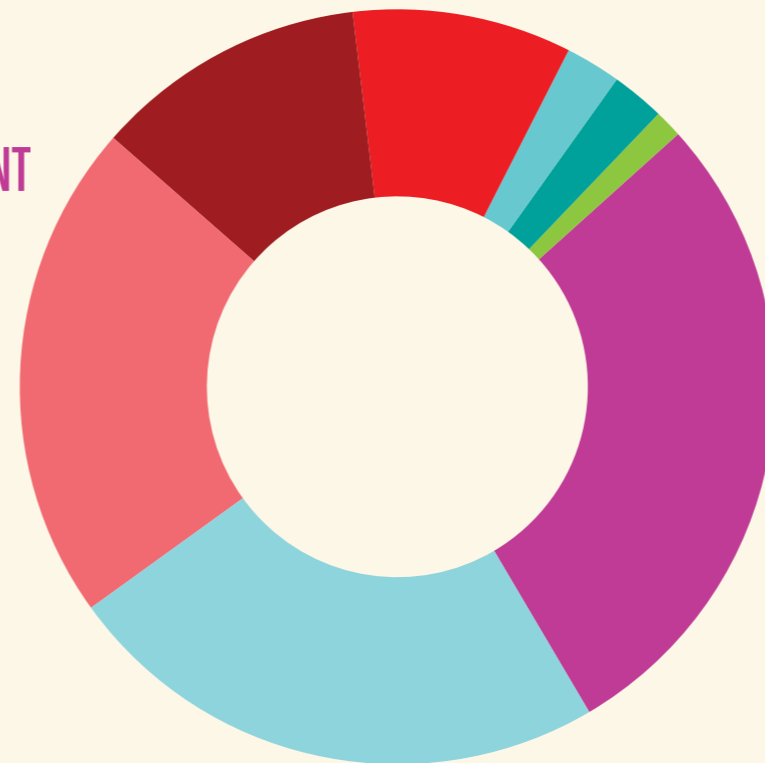
INCIDENTS

OF SEXUAL HARASSMENT BY INDUSTRY



INCIDENTS

DIFFERENT TYPES OF HARASSMENT



ONE IN EIGHT WOMEN

claimed to have experienced sexual harassment in the workplace or during the course of a job as a result of **traditional, cultural or kinship relationship** such as *tauvu, tavale* etc

OFFENDERS ARE MORE LIKELY TO BE COLLEAGUES AT THE SAME WORK LEVEL OR EXTERNAL TO THE COMPANY THAN THEY ARE TO BE SENIOR.

4. WHAT CAN YOU DO STOP SEXUAL HARASSMENT?

EMPLOYERS

DEVELOP A ZERO-TOLERANCE POLICY ON SEXUAL HARASSMENT

Under the Employment Relations Act (2007), 76 (2); an **EMPLOYER MUST DEVELOP AND MAINTAIN** a policy to prevent sexual harassment in his or her workplace.

RAISE AWARENESS in your workplace by conducting mandatory employee training

TAKE ALL REPORTS OF HARASSMENT/ COMPLAINTS SERIOUSLY. Investigate immediately and resolve situation fairly. Do not discriminate against employees who have lodged a complaint.

EMPLOYEES

FAMILIARISE YOURSELF with your organisation's policies on Sexual Harassment
SPEAK UP AND ACT if you see Sexual Harassment happening in your workplace

WHAT TO DO IF YOU ARE BEING SEXUALLY HARASSED AT WORK?

INFORM

your manager or supervisor - put it in writing and keep a copy of the email or letter

TALK

to your Human Resources team or trade union

COLLECT

evidence - keep a diary recording all of the dates and times you have been harassed

LODGE A COMPLAINT OR GRIEVANCE

if you are unsatisfied with the internal grievance procedure, under one of the following legislative regimes:

- (i) Employment Relations Act 2007
- (ii) Crimes Decree 2009
- (iii) Fiji Humans Rights Commission Decree 2009

It is your **RIGHT**.

5. RESOURCES

Where to seek assistance:

FIJI WOMEN'S CRISIS CENTRE
Mobile: 920 9470
Email: fwcc@connect.com.fj

FIJI WOMEN'S RIGHTS MOVEMENT
Phone: 331 2711 / 331 3156
Email: info@fwr.org.fj

MEDICAL SERVICES PACIFIC
Phone: 363 0041 / 991 0894
Email: help@mosp.org.fj

MINISTRY OF EMPLOYMENT & INDUSTRIAL RELATIONS
Phone: 330 3500
Website: <http://www.labour.gov.fj>

FIJI HUMAN RIGHTS AND ANTI-DISCRIMINATION COMMISSION
Phone: 330 8577 / 970 9894
Email: info@fhradc.org.fj

EMPOWER PACIFIC
Mobile: 5626
Email: headoffice@empowerpacific.com

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#StopHarassmentFiji #NotOK #SafeWorkplaces



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FIJI WOMEN'S RIGHTS MOVEMENT



Australian Government
Department of Foreign Affairs and Trade

Supported by the Australian Government through the We Rise Coalition.