



RESPECT@WORK

# What does sexual harassment look like?

Sexual harassment includes a wide range of behaviours such as:



inappropriate physical contact



intrusive questions about a person's private life or physical appearance



sharing or threatening to share intimate images or video without consent



images or videos that are sexually suggestive or that constitute a sexual advance



unwelcome touching, hugging, cornering or kissing



repeated or inappropriate invitations to go out on dates



sexually suggestive comments or jokes that offend or intimidate



requests or pressure for sex or other sexual acts



sexually explicit gifts, images, videos, cartoons, drawings, photographs, or jokes



actual or attempted rape or sexual assault



being followed or watched inappropriately, or someone loitering inappropriately, either in person or via technology



sexually explicit comments made in person or in writing, or indecent messages (SMS, social media), phone calls or emails—including the use of emojis with sexual connotations



sexual gestures, indecent exposure or inappropriate display of the body



technology-facilitated unwelcome conduct of a sexual nature—including on virtual meetings



Inappropriate staring or leering



repeated or inappropriate advances on email or other online social technologies