



CTTC^R

***PROTOCOL FOR THE PREVENTION AND
APPROACH TO SEXUAL HARASSMENT AND
SEX-BASED HARASSMENT***

ZERO TOLERANCE TO HARASSMENT



TYPES OF HARASSMENT

SEXUAL HARASSMENT?

It includes any unwanted verbal, non-verbal or physical behavior of a sexual nature that has the objective or produces the effect of undermining the dignity of a person or creating an intimidating, hostile, degrading, humiliating, offensive or annoying environment.

Example: Making obscene sexual comments or jokes.

HARASSMENT ON THE BASIS OF SEX?

It is constituted by unwanted, continuous and systematic behavior related to the sex of a person to access to paid work, job promotion, employment or training, whose purpose is to undermine the dignity of the person. It can occur between colleagues or between a leader and a subordinate.

Example:

Verbal action to a worker for being pregnant.
Discriminatory conduct on the grounds of sex.



TYPES OF HARASSMENT

HARASSMENT ON SEXUAL ORIENTATION ?

It constitutes the set of unwanted behaviors related to a person's sexual orientation that have the purpose or produce the effect of undermining their dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment.

Example: Jokes about a person's sexual orientation

HARASSMENT ON THE BASIS OF GENDER IDENTITY?

It includes any unwanted and repetitive behavior towards transsexual, transgender or people who are in the process of gender or sex reassignment, regardless of biological sex. It is important to take into account the following concepts to better understand the experience of LGBTBI people.

Example: Behaviors against transgender or transsexual people

WHAT CAN I DO IF I THINK I MIGHT BE BEING HARASSED?

TALK TO SOMEONE

you trust at CTTC or outside it

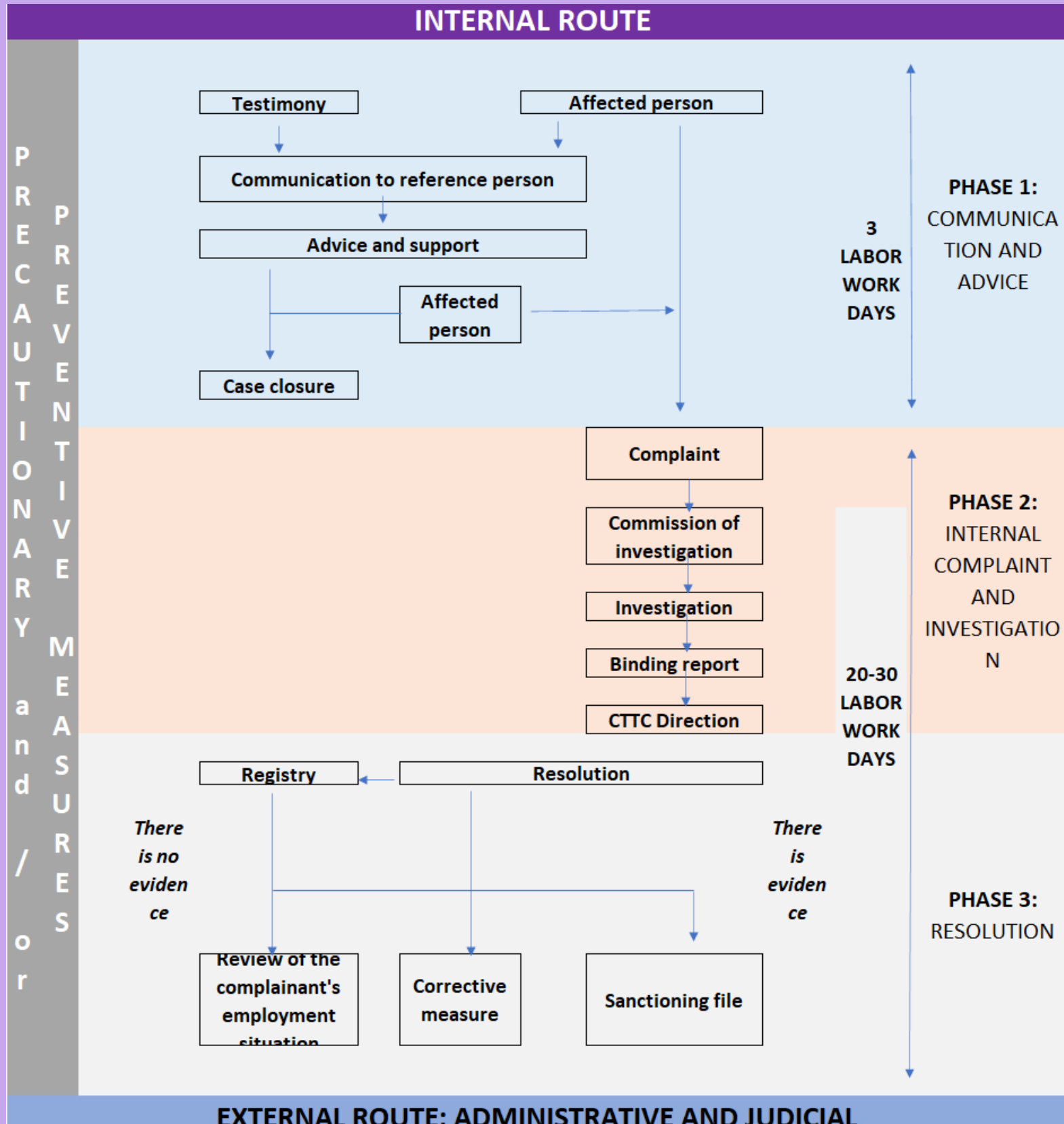
SEEK ADVICE

from the Reference People at CTTC. They will help to activate The Harassment Protocole. Reference contacts are provided in the full version.

COLLECT PROOF of actual situations in case you ultimately decide to report it or file a formal complaint.

ASK TO COMMITTEE OF INVESTIGATION they take care of your personal conditions in the CTTC

ACTION CIRCUIT FOR THE PREVENTION AND APPROACH OF HARASSMENT



For full details, check out the FULL VERSION of the Mobbing and Sexual Harassment Protocol:

- \\hercules.cttc.es\Info & Papers\Internal\RRHH\Prevencio\Mobbing & sexual harassment protocol
- Woffu

SOURCES