

Action plan on sexual harassment

Last amended: Monday 27 June 2016

It is NHH's aim to ensure that students and staff do not suffer sexual or other forms of harassment in their study and working environment.

What is sexual harassment?

Attention becomes sexual harassment when:

- o It is unwelcome
- o It is bothersome
- o It persists after the recipient has spoken out
- o It has negative consequences of a physical, psychological or work-related nature

Other factors that play a part:

- o The seriousness of the action
- o The time and place of the action
- o Whether it has persisted over time
- o Dependencies and power relations between the harasser and the person being harassed

Examples of behaviour that may constitute sexual harassment:

- o Unnecessary physical contact / touching and groping
- o Intrusive comments about the recipient's body, clothes or private life
- o Sexual advances, suggestions and innuendos, sex pressure
- o Showing of pornographic images, whistling and body movements with sexual undertones

What do you do if you are sexually harassed?

- Speak out. Confront the person!
- Contact the management of the unit in question or another appointed contact person.
Feel free to bring someone along for moral support
- Written complaint

Who can you contact?

- Your immediate supervisor
- The HR Office: [names of staff](#)
- Safety delegate

The appointed contact persons have an independent responsibility for dealing with and following up cases on their own initiative. They will often serve as the first line of contact, and will help you to determine whether you have a case, or, depending on the nature of the case, refer it to the right channel.