



Sexual Harassment  
– UN Women's work

UPDATE FOR EXECUTIVE BOARD

# Sexual harassment

## Progressing a common understanding 1

- ▶ UN Women contribution includes framing and defining SH
  - ▶ See core elements:
    - ▶ **Define sexual harassment as....a human rights violation of gender-based discrimination, regardless of sex, in a context of unequal power relations...**
    - ▶ **Define sexual harassment to include its intersection of gender with other structural social inequalities**, prominently race, ethnicity, age, disability, nationality, religion and any other social vulnerabilities such as poverty
    - ▶ **Recognize sexual harassment in employment as unwelcome sexual conduct in the world of work.** (1) an environmental workplace condition, made up of persistent or pervasive conduct or a single serious incident, or (2) proposal or execution of an exchange of a workplace benefit or absence of workplace detriment for sexual compliance. Each type is equally grave.
    - ▶ **4. Sexual conduct, to be harassment, is unwelcome. Unwelcomeness is the standard used, not “consent”.**

# Sexual harassment

## Progressing a common understanding 2

- ▶ Assume no workplace is immune
- ▶ Make common cause
- ▶ Understand the human rights violations at the core of the problem
- ▶ Know that intersecting discriminations shape vulnerability and impunity
- ▶ Spell out what victim focus looks like in practice
- ▶ Clarity on what zero tolerance means in practice

# Sexual harassment - updates

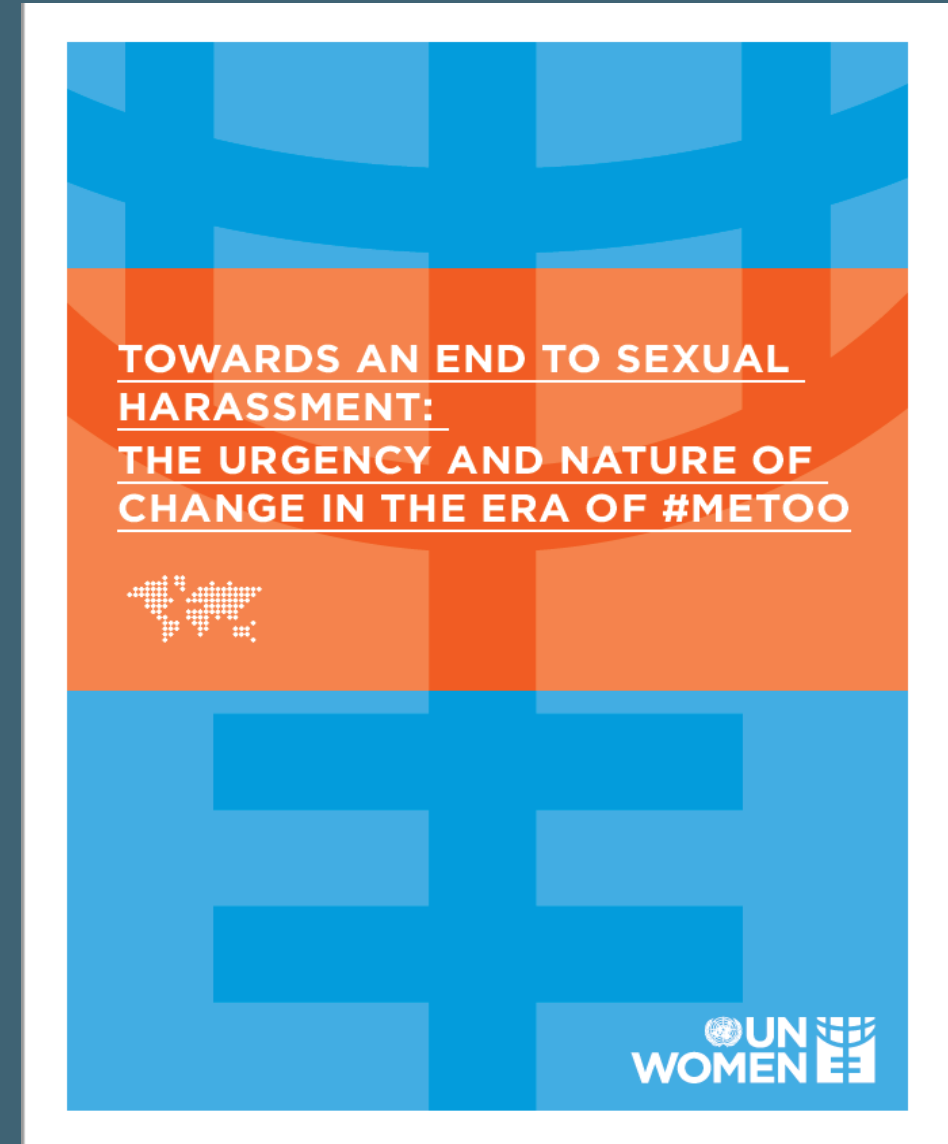
- ▶ UN Women - Internal
  - ▶ Task group
  - ▶ Policy - including all-staff consultations
  - ▶ Consulting on needs
  - ▶ Providing support to COs and ROs

# Sexual harassment - updates

- ▶ UN system – High Level Task Force
  - ▶ Co-Chair Policy SWG – model policy
  - ▶ Helplines
  - ▶ Reporting
  - ▶ New: investigations
  - ▶ Gender Focal Points

# Sexual harassment - updates

- ▶ Beyond the UN
  - ▶ Group of Friends
  - ▶ Lessons learned and promising practices - with Finland and Germany
  - ▶ Publication
  - ▶ Core elements - WEPs
  - ▶ Activists, researchers, private sector
  - ▶ Times Up Global



# Sexual harassment - plans

