



RESPECT@WORK

Know your rights and responsibilities: Workplace sexual harassment

In this document:

1. The definition of sexual harassment
2. The definition of workplace sexual harassment
3. Other workplace rights

This resource includes information for younger workers about workplace sexual harassment and how you can respond to it if it happens to you or a friend or co-worker. Remember: **if you, or someone else, is in immediate danger you should call the police on 000. If there is no immediate danger but you or someone else needs police assistance, phone 131 444.**

Workplace sexual harassment is against the law.

The definition of sexual harassment

In simple terms, sexual harassment means any unwelcome sexual behaviour that a reasonable person could anticipate may make another person feel offended, humiliated or intimidated in that situation

A **'reasonable person'** can be taken to mean a neutral and unbiased observer.

Sexual harassment is not always obvious. It includes a wide range of behaviours. The most common behaviours are:

- sexually suggestive comments or jokes that offend or intimidate
- intrusive questions about private life or physical appearance
- inappropriate staring or leering
- inappropriate physical contact
- unwelcome touching, hugging, cornering or kissing.

Sexual Harassment Know Your Rights

Maurene Hinds



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Know Your Rights Andrew McCann, 2012-10-15 Know Your Rights Employment and Family brings together the most up to date information on Family law including the Civil Partnership Act from marriage to divorce adoption to guardianship sale of the family home to wills and inheritance domestic violence to custody The rights of the employee and the employer including terms of employment notice periods redundancy unfair dismissal payment of wages sick pay and sick leave Using a question and answer format in order to apply the information to real examples Know Your Rights Employment and Family is an indispensable guide for all households Andrew McCann easily cuts through the red tape that traditionally surrounds bureaucracy His number is always close to hand when we need to discuss the rights of Irish citizens while his refusal to use the convoluted language of officialdom makes his analysis accessible to all Jonathan Healy presenter of Lunchtime Newstalk Andrew McCann's Know Your Rights Employment and Family is a most helpful and practical aid to the ordinary citizen in dealing with situations that may arise in the areas of employment and relationships within the family It is written in an easy and accessible style and will be very useful to people dealing with difficult situations Senator David Norris Andrew McCann is an expert in every sense of the word and his ability to deliver jargon free advice makes this book a must for anyone seeking a way through what can often be a bureaucratic nightmare Aidan Cooney co presenter of Ireland AM and Call Cooney on Q102 More and more we need to know our rights and our entitlements in society This book is a great addition to the library of the concerned and involved citizen Joe Duffy presenter of Liveline RT Radio 1

Sexual Harassment Linda LeMoncheck, Mane Hajdin, 2000-01-01 The question of what constitutes sexual harassment from suggestive remarks to outright threats from off color jokes to lewd posters on office walls is contentious as is the question of how to address sexual harassment Do all instances of sexual harassment constitute sex discrimination Are some instances merely sexual attraction gone wrong Do social policies aimed at eliminating sexual harassment in the workplace violate freedom of expression or do they make working relationships possible between women and men In this uncompromising yet respectful debate two philosophers of widely divergent views present clear arguments and then respond directly to each other's reasoning LeMoncheck argues for a feminist perspective on sexual harassment that is sensitive to the politics of gender Hajdin contends that this perspective is both morally confusing and legally problematic and that sexual harassment can be better addressed by traditional moral and legal categories

Do You Know Your Rights? Maurene Hinds, 2015-12-15 Most American teens know that when they turn eighteen they can vote or that they have the right to free speech or to a twelfth grade education But what about other rights Through expert advice and interviews with teens readers will learn about their rights as consumers and employees rights to health care and access to information and their rights when they are in abusive situations or when they break the law

Everything You Always Wanted to Know About Your Rights in the Workplace Nancy Ruddy, Andrew Liput, 2009-08-31 Addressing almost all pervasive issues in the workplace this book is a must have for all

employees who wish to be vigilant of their rights as workers Intended to be a handy reference guide Everything You Always Wanted To Know About Your Rights In The Workplace will empower employees and job seekers by explaining their rights and offering advice for many challenges at work Not a law book but a self help guide it includes dozens of pages of resources to direct employees on how and where to file complaints find qualified attorneys and understand solutions for the most common workplace problems Designed to fit a briefcase or handbag this book is an accessible partner in protecting your rights as an employee

Sexual Harassment in Higher Education Billie Wright Dziech, Michael Hawkins, 2018-10-10 Originally published in 1998 Sexual Harassment in Higher Education addresses the problem of sexual harassment on college campuses This work reflects on a variety of aspects of sexual harassment its litigation and law as well as how the issues they demonstrate often have as much to do with linguistics or jurisprudence as with negative action though there is a great deal of evidence of the latter The book provides a clear eyed and detailed assessment of the harassment controversies now plaguing America s universities and colleges

Know Your Rights Jennifer C. Jaff, 2005-05 [Monthly Catalog of United States Government Publications](#), 1995

Sexual Harassment Joan Kennedy Taylor, 2001-10 Does it really help women to think of sexual harassment primarily as a legal issue This text questions the assumption that women are passive victims and instead explores strategies for providing a balanced workplace and applies these strategies to a variety of workplaces

Thinking about Sexual Harassment Margaret A. Crouch, 2001 This illuminating work on one of today s most provocative issues provides all the necessary information for careful critical thinking about the concept of sexual harassment Consisting mainly of two parts it first traces the construction of the concept of sexual harassment from the original public uses of the term to its definitions in the law in legal cases and in empirical research It then analyzes philosophical definitions of sexual harassment and a number of issues that have arisen in the law including the reasonable woman standard and whether same sex harassment should be considered sex discrimination Sure to spark intense discussion this book explains a complex notion in a lucid and engaging manner appropriate for anyone broadly curious about the notion of sexual harassment

Know Your Rights Ronald M. Benrey, 2011-01-04 The first thing we do we kill all the lawyers Shakespeare may have had a point but the truth is from time to time we all could use a good attorney This survival guide wont replace legal counsel but by stating your rights plainly it can help with some pretty weighty matters including prenups breaking apartment leases immigration and workplace discrimination Ronald M Benrey helps solve basic legal quibbles at home at work and even on vacation He provides an understanding of central legal principles explains key vocabulary and helps readers to overcome familiar misconceptions

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