

What Options are Available When Seeking Help?

If you or someone you know is being sexually harassed, it is important to talk to someone you can trust and who may be able to provide support. Your school or work place should have a sexual harassment policy in place. Options may include:

- a friend or family member;
- physician;
- employee assistance program;
- sexual harassment adviser/officer;
- guidance counsellor, work counsellor or therapist;
- clergy member;
- a local crisis line (such as Help Line 902-421-1188);
- workplace/school internal complaint procedure;
- grievance and arbitration, within a union setting;
- complaint to the Nova Scotia Human Rights Commission (902-424-4111);
- complaint to the police.



Information taken from Aggarwal, A. P. (1992) Sexual Harassment: A Guide for Understanding and Prevention. (Canada).

About Avalon Sexual Assault Centre Who We Are

Avalon Centre is the only sexual assault centre in the Halifax Regional Municipality. We are a registered, not-for-profit, community based, charitable organization. The agency was established in 1983 and incorporated in 1984. We are a women-centred organization and provide a leadership role in ending all forms of sexual violence against women and children. We are committed to providing support programs, counseling, education, and advocacy for women affected by sexual violence. Our vision is to eliminate sexual violence, social injustice and other forms of oppression.

We gratefully acknowledge the core funding support provided by the Province of Nova Scotia, Department of Community Services; Capital Health; and the Law Foundation of Nova Scotia.

All donations from the public are gratefully accepted. Tax receipts will be issued upon request. We are an Associated Member of the Metro United Way's Donor Option program.

Avalon Sexual Assault Centre
1526 Dresden Row, 4th Floor
Halifax, Nova Scotia B3J 3K3
Business Line: (902)422-4240
After Hours Response Line: (902)425-0122
Fax Line: (902)422-4628
E-mail: avaloncentre@eastlink.ca
www.avaloncentre.ca



Sexual Harassment

Avalon Sexual Assault Centre

1526 Dresden Row, 4th Floor
Halifax, Nova Scotia B3J 3K3

Business Line: (902) 422-4240

Fax Line: (902) 422-4628

SANE Business Line: (902) 422-6503

SANE Fax Line: (902) 422-4962

SANE Response Line: (902) 425-0122

avaloncentre@eastlink.ca

bzareski_saneprogram@yahoo.com

www.avaloncentre.ca

Sexual Harassment

What is it?

Sexual harassment is any behaviour, comment, gesture or contact of a sexual nature that could be considered objectionable or offensive. It can include physical contact, unwanted attention, demands, or a pattern of jokes or insults. It can affect your work, school or social environment, and can also affect your ability to access services such as bank loans or legal advice. Almost exclusively, it is men who sexually harass women, and it is considered a form of violence against women.

Sexual harassment is discrimination. It is illegal and prohibited by the Canadian Human Rights Act, and the Nova Scotia Human Rights Act. If the harassing behaviour extends to sexual assault, it also becomes an offense under the Criminal Code of Canada.

What qualifies as sexual harassment?

There are a wide range of behaviours that may qualify as sexual harassment. It is difficult to know exactly what behaviour will be perceived as sexual harassment by an individual. All sexual behaviour that an individual finds personally offensive may be considered to be sexual harassment.

Such behaviour may be subtle or obvious and need not involve physical

activity. Sexual harassment may involve verbal, visual or even psychological behaviour.

Sexual harassment may include the following behaviours:

- Gender-based insults or remarks;
- Suggestive or insulting sounds such as whistling or wolf-calls;
- Comments about breasts, buttocks, penis or overall figure;
- Sexual looks such as leering or ogling;
- Persistent and unwelcome flirting;
- Displays of pornographic or other offensive, derogatory and/or sexually explicit pictures, cartoons, magazines, movies, etc.;
- Unwanted touching, grabbing or hugging;
- Attempted or actual kissing or fondling;
- Coerced or forced intercourse;
- Repeated unwanted social invitations;
- Repeated requests for sexual favours;
- Requiring someone to wear “sexist” and/or “revealing” or suggestive uniforms, materials or buttons;
- Sexual exposure, such as dropping your pants in front of other people;
- Speculation about a person’s virginity, sexual partner or sexual practices;
- Lewd hand gestures or sign language denoting sexual activity.

Some Facts on Sexual Harassment

- Sexual harassment occurs not only in the workplace but also on the street, at home, and in the classroom. The harasser may be a supervisor, a co-worker, a landlord, a client, an acquaintance or a total stranger.
- A study of women who work on an assembly line in the auto industry found that 36% of those interviewed had experienced sexual harassment.
- Surveys conducted among female ministers found that 35-39% had been victims of sexual harassment while working.
- In a survey of 469 female nurses in the US, 76% reported that they had been sexually harassed at work. The harassers were most often physicians or patients.
- A study of women in traditionally male occupations found that 75% of the women had been sexually harassed.
- Sexual harassment threatens a woman’s well-being. The repercussions of sexual harassment include anger, fear, anxiety, stress and frustration. All of these factors influence a woman’s emotional and physical health.
- Sexual harassment also hampers the integration of women into the labour force. Women who have been sexually harassed are often transferred or dismissed.
- Women do not invite sexual harassment because of the clothing they wear. Clothing does not give someone permission to touch or grab.