



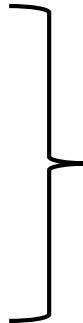
# SEXUAL HARASSMENT & CONSENT

## What is consent?

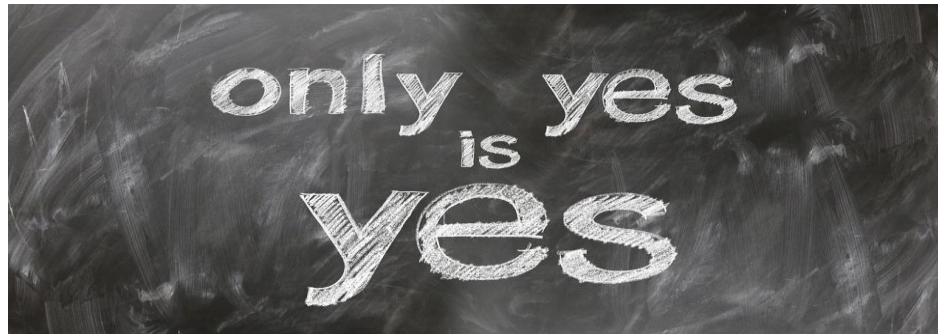
Consent is a voluntary, informed, and mutual agreement to participate in an activity or to allow something to happen. It is an essential principle in interpersonal interactions.

### Sexual Harassment

*Refers to any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.*



- **Verbal Harassment:** Involves unwanted comments, jokes, or propositions of a sexual nature
- **Non-verbal Harassment:** Includes leering, gestures, or displaying sexually explicit images
- **Physical Harassment:** Unwanted touching, groping, or other forms of physical contact
- **Quid Pro Quo Harassment:** Occurs when submission to or rejection of sexual advances is used as a basis for employment decisions or academic evaluations





## In relationships and sexual interactions:

- Consent means that all parties agree to engage in a specific activity
- Consent must be given freely
- Consent can be revoked at any time

## It involves:

- Clear communication
- Mutual respect
- Ensuring that no one feels pressured or obligated to participate.



## CONSENT DOES NOT LOOK LIKE THIS :

- Refusing to acknowledge “no”
- A partner who is disengaged, nonresponsive, or visibly upset
- Assuming that wearing certain clothes, flirting or kissing is an invitation for anything more
- Someone being under the legal age of consent, as defined by the state
- Someone being incapacitated because of drugs or alcohol
- Pressuring someone into sexual activity by using fear or intimidation
- Assuming you have permission to engage in a sexual act because you’ve done it in the past

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Sources: <https://pixabay.com/photos/yes-meaning-clear-clarity-sweden-3029367/>

<https://www.rainn.org/articles/what-is-consent>

<https://www.rainn.org/articles/what-is-consent#:~:text=Consent%20does%20NOT%20look%20like%20this%3A&text=Someone%20being%20under%20the%20legal,done%20it%20in%20the%20past>

[https://eige.europa.eu/publications-resources/toolkits-guides/sexism-at-work-handbook/part-1-understand/what-sexual-harassment?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/toolkits-guides/sexism-at-work-handbook/part-1-understand/what-sexual-harassment?language_content_entity=en)

<https://www.un.org/womenwatch/osagi/pdf/whatish.pdf>

See more on our Website, Blackboard & Social Media  
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