

Sexism and sexual violence in the workplace



Sexism and sexual violence in the workplace

Includes **different types** of behaviour

Is an **occupational hazard**

Is **forbidden** by law

Is **banned** by the employer

Council of Europe, Istanbul Convention on preventing and combating Violence against Women and Domestic Violence

Art. 40 - Parties shall take the necessary legislative or other measures to ensure that any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment, is subject to criminal or other legal sanction.

The employer must carry out **prevention work**.

If not, a court will hold them **partly responsible for the acts**.

Prevention

- Posters, workshops, information for new employees, training courses, etc.
- Appointing and training of points of contact
- Organisational measures



“ Top management must have a zero-tolerance policy towards sexism in the workplace ”

*Grégor Chapelle,
CEO of Actiris*

Upon being informed of a situation, the employer must:

- Conduct an **investigation**
- Impose **sanctions**
- Prove that they carried out **prevention work**



The law and the evolution of society **protect** victims and witnesses



“ The sooner you speak up about it, the sooner the employer can take action ”

Liesbet Stevens, Institute for Gender Equality



- Salacious jokes, inappropriate comments:
SEXIST ACTS
- Sexual messages, pressure, pornography:
SEXUAL HARASSMENT
- Groping, unexpected kissing:
SEXUAL ASSAULT



This is not allowed

**Talk to someone you trust,
such as:**



Management, the company medical officer, a prevention officer, staff representatives, human resources, gender equality representatives, association, etc.



**“ Any testimony
will help the enquiry ”**

*Catherine Le Magueresse,
Legal practitioner*



Convention 190, International Labour Organization, 2019

Preamble:

“Violence and harassment (...) **impact negatively** on the organisation of work, workplace relations, worker engagement, enterprise reputation and productivity.”



**Sexism is detrimental
to health and well-being**



“ Act quickly. If not for yourself, then for others who might be even more deeply affected than you are ”

*Nathalie Leroy,
Lawyer*



Habits that hinder gender equality:

MANTERRUPTING:

Systematically interrupting women

BROPROPRIATING:

Taking ownership of a woman's idea

MANSPAINING:

Explaining something to a woman that she already knows



During **meetings**, it is a good idea to ensure **parity** in speaking times



“ For things to change, we need to involve every single employee ”

*Vincent Bouchot,
Diversity Project
Manager at the BRGM*



To get informed:

In France

arretonslesviolences.gouv.fr
avft.org
defenseurdesdroits.fr

In Belgium

igvm-iefh.belgium.be/fr
stopausexisme.be

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harcelementviolencesexisteentreprise.eu

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