



World Health
Organization

ZERO TOLERANCE TOWARDS SEXUAL HARASSMENT





WHAT YOU SHOULD KNOW

WHO has zero tolerance towards sexual harassment.

Sexual harassment is “any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation, when such conduct interferes with work, is made a condition of employment, or creates an intimidating, hostile, or offensive work environment”.

Sexual harassment may be verbal, non-verbal or physical, and may include written and electronic communications.

Sexual harassment may occur between persons of the same or different genders and may occur outside the workplace and outside working hours. Sexual harassment may be perpetrated by any colleague, including a supervisor, peer or subordinate.

Although it usually involves a pattern of conduct, sexual harassment may take the form of a single incident.

Examples:

- Attempted or actual sexual assault,
- Sharing or displaying sexually inappropriate objects, images, or videos,
- Sending sexually suggestive communications,
- Sharing sexual or lewd anecdotes,
- Making inappropriate sexual gestures,
- Unwelcome touching of any kind,
- Staring in a sexually suggestive manner,
- Asking for sexual favours or repeatedly asking a person for dates,
- Making comments about or rating a person's attractiveness,
- Making sexual comments about a person's appearance, clothing, or body parts, and
- Making derogatory or demeaning comments about a person's sexual orientation or gender identity.

Anyone at WHO who is confirmed to have engaged in sexual harassment will face consequences. The matter may also be referred to national authorities.