MISSION

• An external, independent unit for
  ➢ Students
  ➢ Staff members

• Who are exposed to, or witness of, sexual harassment, including direct or indirect forms of sexism
CONFIDENTIALITY

• Listen
• Give advice and support
• Give guidance in individual cases (your own case / case managed by you)
• Fully confidential
SEXUAL HARASSMENT

Any harassing behaviour of a sexual nature or other behaviour related to the person’s sex that adversely affects the dignity of women or men in the workplace is discriminatory.

Such behaviour includes threats, the promise of advantages, the use of coercion and the exertion of pressure in order to obtain favours of a sexual nature.
SEXISM

• Any belief or conviction that leads someone to **consider another person to be inferior** because of their
  
  ➢ **sex**
  
  ➢ *gender or sexual orientation*

or

• **to reduce them** in any way to their sexual dimension.
Direct and indirect SEXISM

• Directed at one person
• Not directed at one individual but generated by a sexist, stereotyped working environment: any remark or attitude or behaviour based on sex or gender stereotypes, directly or indirectly aimed at a person or a group of people because of their sex or gender.
• Unige.ch/egalite : «Don’t turn a blind eye. Sexual harassment: learn, prevent, protect».

• Non au harcèlement sexuel dans les lieux de formation. Coalition contre le harcèlement sexuel dans les lieux de formation:
  ➢ www.formation-sans-harcelement.ch
  ➢ www.ausbildung-ohne-belaestigung.ch