

### **What is Sexual Harassment?**

Any unwanted sexual behaviour that makes someone feel upset, scared, offended or humiliated, or is meant to make them feel that way (Equality Act 2010). Some examples of sexual harassment are:

- Sexual comments or noises – for example, catcalling or wolf-whistling.
- Sexual innuendos or suggestive comments.
- Unwanted physical contact of a sexual nature.
- Displaying images of a sexual nature.
- Intrusive questions about a person's private or sex life.
- Sexual gestures.
- Unwanted sexual advances or flirting.
- Stalking.
- Standing close to someone.
- Sexual posts or contact on social media.
- Leering, staring or suggestive looks.
- Sexual requests or asking for sexual favours.
- Indecent exposure.
- Spreading sexual rumours.
- Someone discussing their own sex life.
- Sexual jokes.
- Sending unwanted messages with sexual content.
- Upskirting.
- Commenting on someone's body, appearance or what they're wearing.

### **Consent**

It is essential that consent is:

- Freely given: without pressure, manipulation, or under the influence of drugs or alcohol.
- Reversible: anyone can change their mind at any time – even if they have consented before.
- Informed: all parties are fully aware of what they are consenting to.
- Enthusiastic: everyone should want to engage in the activity.
- Specific: consent for one activity does not imply consent for others.