
Sexual harassment - incompatible with our values

HAVE YOU BEEN THE SUBJECT OF UNWANTED SEXUAL ATTENTION? TRY THIS:

- Speak up! Confront the person directly!
- If you feel it is difficult to speak up in person, write to this person and tell her/him how you experienced the situation.
- Talk to your immediate supervisor, the one responsible for the course or the teacher. Tell someone you trust about the situation.
- Use the University of Stavanger's system for speaking up:
student.uis.no/let-us-know



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UiS shall be a gender equal and inclusive university, where neither employees nor students experience bullying, discrimination or harassment based on nationality, religion, ethnicity, age, gender, gender expression, sexuality, language or disability.

This can only be achieved by respecting each other.

Sexual harassment, including unwanted sexual attention, is not compatible with neither a good working environment nor a good studying environment. It constitutes a form of abuse of power that will not be tolerated.

This brochure serves as a guideline for our students and employees.

Marit Boyesen
Rector

What is sexual harassment?

The following is stated in sections 6 and 13 of the equality and anti-discrimination act:

Sexual harassment, discrimination and harassment on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, age or combinations of these factors is prohibited.

«Harassment» means acts, omissions or statements that have the purpose or effect of being offensive, frightening, hostile, degrading or humiliating.

«Sexual harassment» means any form of unwanted sexual attention that has the purpose or effect of being offensive, frightening, hostile, degrading, humiliating or troublesome.

EXAMPLES OF UNWANTED BEHAVIOUR INCLUDE:

- unwanted contact and "groping"
- tactless/aggressive comments regarding the recipient's body, appearance, clothing or personal life
- showing pornographic images, whistling and body movements with a sexual undertone
- ranging from sexual initiatives, proposals and hints to exertion of mental and physical pressure to gain sexual favours

Are you in doubt about your own behaviour?

Note the reactions to your behaviour. Would you have modified your behaviour if your partner or children were close by? How would you react if anyone acted this way vis-à-vis your own daughter, son or a friend?

Myths and facts

Statements such as «There is no sexual harassment here» and «I would have enjoyed a bit of sexual harassment myself» contribute to trivialise the problem and assume it is harmless. Several surveys show that sexual harassment comes in many forms, consciously or unconsciously, with or without intention. It is usually men in senior positions who exploit their status

to demand sexual attention from female students or lower ranked women. If such behaviour is not handled appropriately, it will contribute to a poor working and studying environment.

Managerial responsibility

Anyone in a managerial position shall handle cases involving sexual harassment as soon as she/he becomes aware of the matter.

The employer may be held responsible if the management either knowingly and willingly fails to intervene, or has not done enough to prevent the sexual harassment from taking place. Sexual harassment is the most serious form of troublesome/threatening sexual attention. For this reason, it is essential that management at the appropriate level is aware of its responsibility and intervenes.

«One evening, the supervisor came into the reading hall. We were the only ones there. He came up behind me and began to caress my breasts. When I asked him how the family was doing, he left.» - Solveig

«I don't think she meant anything wrong by it, but I reacted very negatively to her putting her arms around me when she congratulated me. Perhaps it had something to do with where it took place and the way she did it» - Knut

IF YOU ARE A STUDENT AT UIS, ADVICE AND SUPPORT ARE AVAILABLE FROM:

- Student ombudsman: studentombudet@uis.no, telephone 51 83 10 06 (website: student.uis.no/studentombudet)
- President of StOr (student organisation): leder@stor.uis.no, mobile: 92 81 99 42

Also see our Speak Up service via the website student.uis.no/siifra

If you are an employee of UiS, advice and support are available from:

- HR-department
- Occupational health services: ida@forusakuttentkolibri.no