

What you can do about sexual harassment



Human Rights
Commission
Te Kāhui Tika Tangata

Contact the Human Rights Commission

Human Rights Commission InfoLine

0800 496 877 (toll free)
TTY (teletypewriter) 0800 150 111
Fax 09 377 3593 (Attn: InfoLine)
Email Infoline@hrc.co.nz
Website www.hrc.co.nz
Language Line available
Sign language interpreter available

Tāmaki Makaurau – Auckland

Level 4 Tower Centre
45 Queen Street
PO Box 6751, Wellesley Street
Tāmaki Makaurau
Auckland 1141
Waea Telephone 09 309 0874
Waea Whakāhua Fax 09 377 3593

Te Whanganui ā Tara – Wellington

Level 1 Vector Building
44-52 The Terrace
PO Box 12411, Thorndon
Te Whanganui ā Tara
Wellington 6144
Waea Telephone 04 473 9981
Waea Whakāhua Fax 04 471 6759

Otautahi – Christchurch

Level 3 Guardian Assurance Building
79-83 Hereford Street
PO Box 1578, Otautahi
Christchurch 8140
Waea Telephone 03 379 2015
Waea Whakāhua Fax 03 353 0959

Disclaimer: While we have tried to make this information as accurate as possible, it should not be regarded as legal advice.



Mixed Sources
Product group from well-managed
forests, controlled sources and
recycled wood or fiber
www.fsc.org Cert no. SCS-COC-003424
© 1996 Forest Stewardship Council

DEC 2009

Sexual harassment



Human Rights
Commission
Te Kāhui Tika Tangata

What is sexual harassment?

Sexual harassment is unwelcome or offensive sexual behaviour that is repeated or significant enough to have a harmful effect on you.

The Human Rights Act makes this unlawful when it occurs in:

- ◆ employment
- ◆ education
- ◆ or any other areas covered by the Human Rights Act.

For more information, contact the Human Rights Commission's toll free InfoLine on 0800 496 877.



Examples of sexual harassment

You may have been sexually harassed if:

- ◆ you are subject to offensive sexual remarks in the workplace or school
- ◆ you are persistently touched by your boss or co-worker in unwelcome ways
- ◆ your landlord pesters you to be invited in and there is a sexual aspect to his or her behaviour
- ◆ you are getting unreasonably poor marks after rejecting the advances of a teacher or lecturer
- ◆ you are regularly hassled for a date by a co-worker
- ◆ your counsellor, doctor or lawyer behaves towards you in an unacceptably sexual way
- ◆ you are shown sexually offensive pictures in the workplace.

Victimisation

The Human Rights Act protects people from being victimised because they contacted the Commission about harassment, were involved in a dispute or supported another person to make a complaint.

Why you should act

You don't have to put up with sexual behaviour you don't like

- ◆ Sexual harassment is often repeated unless action is taken.
- ◆ Sexual harassment may impact on how you feel about work, study or accessing services.
- ◆ Sexual harassment can lower self-esteem.
- ◆ Other people in your situation may have experienced similar behaviour, but felt unable to act.

Why sexual harassment is wrong

- ◆ We all have the right to be treated fairly and with respect.
- ◆ We all have the right to be free from unwelcome sexual conduct.