

Antenne H is committed to promote an inclusive and positive environment in which all members of the Institute's community are treated fairly, in a courteous, dignified and respectful way. Any form of **harassment**, including sexual and psychological harassment, **bullying**, **victimisation** and **stalking** will not be tolerated.

What is **harassment**?

- Harassment constitutes behaviour that is bothersome, contemptuous, or humiliating toward a person or a group and is harmful to their dignity, physical or psychological integrity, and creates a hostile study or working environment. In general, harassment involves repeated forms of unwanted and unwarranted behaviour, but a one-off incident can also amount to harassment. Sexual harassment is a specific form of harassment but harassment can take many different forms and be based on grounds such as, but not limited to, gender, sexual orientation, race, religion or lack of religion, disability, age, ethnicity, political or social views and affiliations.
- The term sexual harassment refers to all unwelcome acts with sexual connotation. Sexual harassment is not to be confused with seduction, amorous relations, flirting, or advances of a consensual nature. It conveys and constitutes a lack of respect, an abuse of power, the will to dominate, and a message of contempt. It can manifest itself in various ways: improper and embarrassing comments, disturbing looks, sexist remarks or jokes, displays of pornographic material, unwanted physical contact, unwelcome invitations, promises of advantage or threats of reprisal, blackmail, or forced sexual contact.
- The intention of the person who commits harassment is not relevant for distinguishing sexual harassment from flirtation or romantic relations; it is the sentiment of the person who is harassed that is decisive. When sexual harassment is met with refusal, it very often turns into moral harassment or bullying and can include mocking, humiliation, professional demands that are impossible to accomplish, isolation and more.

Other forms of harassment (bullying, victimisation, invasion of privacy, stalking and other unacceptable behaviour).

- **Bullying** is a form of harassment and may be characterized as offensive, intimidating, malicious or insulting behaviour, or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. Bullying and intimidation is offensive and happens when someone adopts a pattern of behaviour that is unreasonable, and intimidates, degrades or humiliates an individual or a group, and/or creates a risk to their safety, wellbeing, and emotional and physical health. Electronic bullying is another form of bullying which takes the form of cyber stalking with unwanted threats, abuse or comments posted via Emails and the Internet.
- **Victimisation** is defined as 'repeated reprehensible or negative actions which are directed at an individual and which could lead to forcing him/her out of the community within the department/office or hinder their ability to complete his/her studies'. Victimisation usually involves treating someone differently because that individual has made a claim of harassment, suggested or complained about discrimination or helped another person making such a claim by providing evidence or other form of support. Victimisation may lead to a reluctance to report acts of harassment.

- **Stalking** is a serious offense, and is expressly prohibited. Stalking is a course of conduct directed at a specific person that would cause a reasonable person to feel fear. It is a series of actions that make a person feel afraid or in danger and can be done by someone the victim knows well or not at all. Stalking is a crime that is serious and can be violent.

Practical examples of all types of harassment

Harassment can take a variety of forms:

- face to face, either verbally or physically
- through other forms of communication, including but not limited to, written communications and communications via any form of electronic media or mobile communications device.
- Through a prevailing workplace or study environment which creates a culture which tolerates harassment or bullying, for example by allowing homophobic or racist jokes.
- unwanted physical contact, ranging from an invasion of space and privacy to an assault, including all forms of sexual harassment, including:
inappropriate body language
sexually explicit remarks
unwanted sexual advances and touching
- offensive comments or body language, including insults, jokes or gestures and malicious rumours
- open hostility, verbal or physical threats
- insulting, abusive, embarrassing or patronising behaviour or comments, humiliating, intimidating, and/or demeaning criticism
- persistently shouting at, insulting, threatening or intimidating an individual
- constantly criticising an individual without providing any constructive support
- persistently overloading an individual with work that he/she cannot reasonably be expected to complete
- posting offensive comments on the media
- threatening to disclose, or disclosing, a person's sexuality or disability to others without their permission
- deliberately using the wrong name or pronoun in relation to a transgender person, or persistently referring to their gender identity history
- publishing, circulating or displaying pornographic, racist, homophobic, sexually suggestive or otherwise offensive material.

Victimisation can take many forms:

- penalising someone for making a complaint of harassment. For example, this might involve giving the person unrealistic or impossible deadlines .
- excluding a person from work-related activities or conversations in which they have a right or legitimate expectation to participate because they have made a complaint.
- creating a difficult or oppressive environment for an individual because they have made a complaint – whether informal or formal – of discrimination, harassment or bullying. This might involve, for example, talking negatively about the person behind their back or making ridiculing or mocking comments or remarks.

Examples for **stalking**

- Following a person
- Contacting, or attempting to contact, a person by any means;

- Monitoring the use by a person of the internet, email or any other form of electronic communication;
- Lingering in any place (whether public or private) with the intention to “see” the person
- Spying on a person
- Repeatedly calling, texting, or emailing
- Showing up wherever a person goes
- Sending unwanted gifts
- Damaging property
- Driving by or hanging out where the person lives, goes to class, or works
- Threatening to hurt the person, his/her family, friends or pets