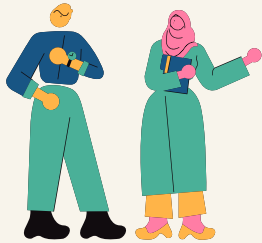


FES ZERO TOLERANCE ON SEXUAL HARASSMENT

The term “violence and harassment” in the world of work refers to a range of unacceptable behaviors and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.

BEHAVIOUR THAT QUALIFIES AS SEXUAL HARASSMENT AT THE WORKPLACE TAKES 3 DIFFERENT FORMS



Non-verbal

Whistling, sexually-suggestive gestures, display of sexual materials



Verbal

Comments and questions about appearance, life-style, sexual orientation, offensive phone calls



Physical

Physical violence, touching, unnecessary close proximity

FES COMPLAINT PROCEDURE

