

Sexual harassment and assault

Examples of sexual harassment and assault

Comments about a person's body / clothing	Giving unwelcome personal gifts	Sexual jokes / comments	Leering / staring	Questions about a person's sex life / sexuality	Derogatory comments	Invitations / flirtation / requesting number
displaying / sharing sexual material	Invading personal space	Unnecessary & unwanted physical contact	Unwelcome sexual propositions	Following someone	Non-consensual sex	

Witness

Be an active bystander

Distract

- say or do something unrelated; remove target from space

Document

- in an email / notes / DATIX

Delegate

- to a tutor / manager

Delay

- check in with target, speak to tutor / manager later, signpost target to support, encourage to report it

Direct action

- "Please stop. This behaviour is inappropriate and unacceptable."

Person experiencing

Recognise

Understand and acknowledge that sexual harassment or assault has occurred.



Respond

Assert your boundaries if you feel safe to.



Reach out

To peers, colleagues, nurses, tutors, the SSO, Sexual Assault & Harassment Advisors (SAHAs), line manager, Freedom to Speak Up Guardian



Perpetrator

Your behaviours have profound and long-term consequences

For You:

- Criminal charges, Deregistration, Discharge, Dismissal
- Unable to register with / deregistration from, GDC
- Reputational damage, Impact on future career prospects.

For the Target / Survivor of your behaviour:

- Emotional Trauma, Psychological Impact, Physical Effects.
- Social Isolation, Professional/Academic Impact