

Leering or inappropriate staring



Unnecessary proximity



Suggestive remarks about people and their clothing

## Not a trivial offence!

Sexual harassment in the workplace takes many forms. It happens with or without words, with gestures or specific actions. It may come from one person or a group. It may be explicit or implicit. What some people find harmless hurts others. Everyone has their own boundary. This boundary must be respected by all colleagues, superiors and other employees.



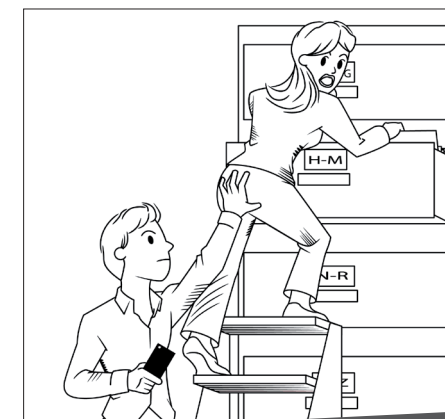
## Who to turn to?

In the event of sexual harassment in the workplace, please contact either the AGG Complaints Office in your company or department, the Equal Opportunities Officer or your nearest superior. Your complaint must be dealt with and you must be informed of the result. Employers must protect their employees from sexual harassment, implement appropriate measures and must not discriminate against employees who have complained of or testified to sexual harassment. Confide in your colleagues and let them help you. Do not let insecurity hold you back, for example following an ambiguous remark. Get yourself informed and be confident in yourself, even if it's difficult.



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Unwanted touching and groping

# NOT LIKE THAT!

## Against sexual harassment in the workplace!

[www.netzwerkstelle-agg.de](http://www.netzwerkstelle-agg.de)



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## Legal prohibition

The GENERAL EQUAL TREATMENT ACT (Allgemeines Gleichbehandlungsgesetz, AGG), Section 3, Paragraph 4, defines sexual harassment as "discrimination... involving unwanted, sexually motivated behaviour, including

- unwanted sexual acts and demands to perform such acts,
- sexually motivated physical contact,
- remarks of a sexual nature and
- the unwanted presentation or visible display of pornographic images,

with the purpose or effect of VIOLATING the DIGNITY of a person, particularly if an environment of intimidation, hostility, humiliation, degradation or insult is created."



Promise of rewards for sexual favours

## Workplace

The prohibition includes all areas of activity related to the workplace, such as business trips, off-site work, training courses, celebrations and excursions, as well as commuting and breaks, etc. While there are harassing behaviours outside the workplace (such as staring) that are not a criminal offence, the AGG protects all employees from any form of sexual harassment AT THE WORKPLACE, as protection there is necessary and of fundamental importance because of existing DEPENDENCY RELATIONSHIPS and WORK-RELATED PROXIMITY.



Any display of pornographic material



Unwanted kissing of any kind



Inappropriate, sexually suggestive invitations



Conversations, comments, jokes or questions of a sexual nature



Obscene sexual signs and gestures

**NOT LIKE THAT!**