

**GENDER VIOLENCE: LEARN WHAT IT INVOLVES.
PHONE 016, GOVERNMENT 24 HOUR HOT LINE ON
GENDER VIOLENCE. FILE A LEGAL GRIEVANCE**

PSYCHOLOGICAL VIOLENCE

- Threats
- Harassment
- Humiliation
- Insults
- Demands obedience or submission
- Isolation
- Verbal coercion
- Emotional manipulation
- Limitations placed on your freedom



PHYSICAL VIOLENCE

- Use of physical force, weapons, or objects.
- Non-accidental harm/Non-intentional harm.
- Internal and/or external injuries.

SEXUAL VIOLENCE / SEXUAL ABUSE

- Any non-consensual act of a sexual nature.
- Use of violence to force one to publicly display or be observed doing acts of a sexual nature.

ECONOMIC VIOLENCE

- Intentional and unjustified deprivation or limitations of economic means which affects the physical or psychological well-being of a woman
- Imposing limitations on the use of a woman's own, or shared, economic means in a family, or partnership, environment.

YOU HAVE RIGHTS!

- Shorter work day.
- Reorganization of work times.
- Change or transfer your work center inside or outside of the same municipality.
- Suspension of one's work contract with guaranteed job reservation and right to unemployment insurance.
- Termination of work contract with right to unemployment insurance.
- Accreditation of one's legal unemployed situation.
- Absences or late arrivals to assigned job.

Become informed, explain what you know, get involved, file grievances. We want to be active and supportive

**In the workplace, there is no room for
sexual harassment, or sex based
/gender harassment**

SEXUAL HARASSMENT

**Non-desired behavior of a sexual nature, or bearing
sexual connotations, that is unwanted by the person
who receives said behavior**

VERBAL:

- Spreading rumors, asking about, or describing the sex life and sexual preferences of a colleague.
- Making lewd comments about someone's body or physical appearance, or making obscene sexual jokes.
- Pressuring or offering to set up compromising dates or to participate in unwanted leisure activities.
- Requesting sexual favors.

NON-VERBAL:

- Lascivious stares and obscene gestures.
- Use of graphics, vignettes, drawings, photographs or internet images having explicit sexual content.
- Letters, memos or messages which have an offensive sexual content.

PHYSICAL:

- Excessive physical closeness and approaches; deliberately arranging to be alone with a person in an unnecessary manner.
- Making deliberate non-solicited physical contact, such as pinching, touching, or unwanted massage.
- Intentionally or 'accidentally' touching sexual body parts.



educaci3

Your CCOO delegates

are determined to improve, develop, and widen the working rights for women who are victims of gender violence by means of collectively bargaining for equality plans.

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**DON'T
TOLERATE GENDER
VIOLENCE OR
SEXUAL
HARASSMENT**



The CCOO Education Department works every day to eradicate violence against women in their labor, social and personal relationships.

Gender violence is intolerable and both women and men must confront it together. We must have access to all the necessary information in order to respond to this problem in the workplace. If you are a victim, you cannot remain quiet. You must communicate your situation to your CCOO delegates. If you are a colleague of someone experiencing sexual harassment, you must also get involved; otherwise, you are a partner in crime.

SEX BASED/GENDER HARASSMENT

WHAT IS IT?

Sex based/Gender harassment is any behavior which, due to reasons regarding a person's sex/gender, is exercised in order to act against a person's dignity or his/her physical or psychological integrity, or to create an environment which is intimidating, hostile, degrading, humiliating, offensive or bothersome; or which provokes such effects, according to article 5 in Law 5/2008, on April 24, regarding the right women have to eradicate male violence.

This form of harassment is considered discriminatory in all cases. Therefore such actions violate article 14 of the Constitution ('Organic law' 3/2007 article 7.3 on 22 March for effective equality for women and men). Harassment also violates article 4.2 in the Workers' Rights Statute.

CHARACTERISTICS

Behavior undesired and unwanted by the person who receives it.

Sex based/gender harassment differs from freely accepted, tolerated and reciprocal approaches since these behaviors are unwanted, and therefore, rejected by the person to whom they are directed, and who considers them offensive.



SEX BASED/GENDER HARASSMENT INVOLVES ACTS RELATED TO A PERSON'S SEX/GENDER

Examples of sex based/gender harassment include:

- Actions against a female worker simply because she is female.
- Actions against a worker because she is pregnant or due to her maternity.
- Actions against a worker due to his/her gender because he/she does not carry out the role culturally attributed to his/her sex.
- Actions against a worker exercising his/her labor right to reconciliation between personal and labor lives.



These actions have as an objective, or produce the effect, to act against one's dignity or to create an environment which is intimidating, hostile, degrading, humiliating, or offensive. As opposed to sexual harassment, sex based/gender harassment requires repeated and systematic accumulation of offensive behaviors. These harassing behaviors have to be carried out in a continuous, systematic manner.

Behaviors which can constitute sex based/gender harassment:

- Creating a working environment which is intimidating, hostile, degrading, humiliating, or offensive just because one is a woman.
- Condescending or paternalistic attitudes.
- Insults based on the sex and/or sexual orientation of a worker.
- Discriminatory behaviors based on sex/gender.
- Addressing someone in an offensive manner.
- Ridiculing, or deriding the capabilities, abilities, and/or intellectual capacity of a person solely based on his/her sex/gender.
- Employing sexist humor.
- Ignoring contributions, commentaries or actions based on sex/gender.

This class of harassment also includes attitudes or behaviors carried out regarding reasons or circumstances which involve sex. Harassment which results from pregnancy or maternity is considered to be especially grave.



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