

Sexual Harassment – The Different Types

Based on the incidents covered in the preceding lessons, we will now look at the different types of sexual harassment.

Let us start with...

1. Verbal Sexual Harassment

To understand verbal sexual harassment, let us revisit this incident involving a person making [sexually coloured remarks](#)

Another example of verbal sexual harassment can be found in this incident where a person in power demands sexual favours from team members.

The actions contained in the clips, as well as

- Enquiries about a colleagues' sex life
- Referring to a colleague, especially a woman, as 'doll', 'babe', 'honey', etc.
- Repeatedly asking a colleague - who has previously expressed disinterest - for sexual favours or dates

Constitute what we call Verbal Sexual Harassment.

Let us now look at...

2. Non-Verbal Sexual Harassment

To understand non-verbal sexual harassment, let us circle back to the incident involving [watching, sharing, or exposing colleagues to pornographic content](#),

Another example of non-verbal sexual harassment can be found in this lesson on [unwelcome gestures](#),

These actions, along with

- Making lewd sexual gestures using one's hands or through body movements such as winking, blowing kisses, licking one's lips suggestively or thrusting
- Whistling
- Stalking

Are examples of non-verbal sexual harassment are....

Lastly, we will look at...

3. Physical Sexual Harassment

The incident in this video, where the male employee casually drapes his arm around a female colleague's shoulder, making her squirm in discomfort, is an example of physical, sexual harassment.

Other examples of this type of harassment are...

- Hugging, kissing, stroking, and inappropriately brushing up against a colleague.
- Touching a colleague's clothing, hair or body.
- Inappropriate display of one's body

In all the incidents mentioned in this lesson, the common theme is that of an employee either not realising or not caring about how some of their words or actions towards colleagues amounts to sexual harassment, which if reported, would lead to strict disciplinary action by the employer - perhaps even termination of employment.

In the next lesson, we will look at how employees experience sexual harassment when working from home.

Before proceeding to the next lesson, please take the accompanying quiz.

Happy Quizzing!