

RECOGNISING AND ACTING AGAINST SEXISM AND SEXUAL HARASSMENT AT UNIL

What is sexism?

Sexism can be defined as any act, gesture, visual representation, spoken or written words, practice or behaviour based upon the idea that a person or a group of people is inferior because of their sex, which occurs in the public or private sphere, whether online or offline, with the purpose or effect of:

- violating the dignity or inherent rights of a person or a group of people OR
- causing physical, sexual, psychological or socio-economic harm or suffering to a person or a group of people OR
- creating an intimidating, hostile, degrading, humiliating or offensive environment OR
- constituting a barrier to a person or a group of people's autonomy and full realisation of their human rights OR
- maintaining and reinforcing gender stereotypes¹.

What is sexual harassment?

Sexual harassment is harassing behaviour of a sexual nature or any other behaviour related to a person's sex, which is unwanted by the person receiving it and which adversely affects their dignity. It can be based on sexual orientation (real or perceived) and gender identity. **It is not determined by whether the perpetrator intends to cause harm, but by the fact that such behaviour is not wanted by the person who is subjected to it.**

Sexual harassment may be committed by members of staff, students or external persons. It may occur in a work or study environment or at events organised by UNIL. Electronic communications and private phone calls are also included. Such conduct is usually repeated, but a single act may be sufficient.

Examples of sexual harassment

- Sexist comments or jokes about sexual characteristics, sexual behaviour or sexual orientation
- Insistent stares, whistling, comments on physical appearance
- Inappropriate invitations for sexual purposes
- Unwanted physical contact
- Display of pornographic material
- Sexual aggression, sexual coercion, rape or attempted rape

¹ Recommendation CM/Rec(2019)1 on preventing and combating sexism. Strasbourg, March 2019.

What to do against sexual harassment?

Are you a victim of harassment?

The website [unil.ch/help](https://www.unil.ch/help) presents the tools available to put a stop to the harassment, obtain help and, if necessary, file a complaint.

Are you a witness, a manager or are you questioning your own behaviour?

Everyone has a role to play and can take action against sexual harassment. The website [unil.ch/help](https://www.unil.ch/help) gives you information, advice and resources to adopt the right behaviour.

unil.ch/help

Employees > [unil.ch/help/harcelement-sexuel-travail](https://www.unil.ch/help/harcelement-sexuel-travail) > EN

Students > [unil.ch/help/harcelement-sexuel-etudes](https://www.unil.ch/help/harcelement-sexuel-etudes) > EN

STOP SEXUAL HARASSMENT!

Sexual harassment is a form of discrimination that is explicitly prohibited by the Swiss Gender Equality Act (GEA, art. 4). It is not tolerated at the University of Lausanne under any circumstances. A Rectorate Directive regulates the prevention and management of sexual harassment within the entire university community and specifies the sanctions in the event of proven sexual harassment².

² Rectorate Directive 0.4 on preventing and managing conflicts and violations of personal rights in the university community.

Information and advice

Bureau de l'égalité
Université de Lausanne
Vieux Pressoir
1015 Lausanne
egalite@unil.ch
021 692 20 59
[unil.ch/egalite](https://www.unil.ch/egalite)

The logo for the University of Lausanne (Unil), featuring the word 'Unil' in a white, elegant, cursive script.

UNIL | Université de Lausanne

Bureau de l'égalité