



ACT AGAINST SEXIST VIOLENCE



Sexism and sexual violence in the workplace

INCLUDES **DIFFERENT TYPES** OF
BEHAVIOUR

IS AN **OCCUPATIONAL HAZARD**

IS **FORBIDDEN** BY LAW

IS **BANNED** BY THE EMPLOYER

This training kit is intended for all employees, unions, human resources and management, at all levels of hierarchy, in a company large or small.

Objective :

To prevent and eradicate sexual harassment and gender-based and sexual violence (GBV) in the workplace. Contribute to the protection of victims.

Training Content:

Five modules of approximately 15 minutes each.

For each module :

A small animated video presenting the topic, explanations and expert advice, a knowledge quiz and additional resources.

- Module 1 – Remove doubt
- Module 2 – Context and origins of sexism in the workplace
- Module 3 – Procedures, evidence and witnesses
- Module 4 – The employer's legal responsibilities
- Module 5 – Dealing with violence from non-coworkers

The employer must carry out prevention at work.

If not, a court will hold them partly responsible for the acts.

Upon being informed of a situation, the employer must :

- Conduct an investigation
- Impose sanctions
- Prove that they carried out prevention work

Prevention :

- Posters, workshops, information for new employees, training courses...
- Appointing and training of points of contact
- Organisational measures



Psytel Ingénierie de l'information





This MOOC is based on the Council of Europe Convention on preventing and combating violence against women and domestic violence, known as the Istanbul Convention:

Article 40 – Sexual harassment

"Parties shall take the necessary legislative or other measures to ensure that any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment, is subject to criminal or other legal sanction"

Sexism in the workplace is most often perpetrated by men against women.

What is explained in this MOOC is also valid for all situations of women perpetrators/men victims, or women/women, and men/men.

For information and training with the training kit :

[https://harcelementviolences
existeentreprise.eu](https://harcelementviolencesexisteentreprise.eu)

To learn more about the project:

<http://www.mooc-sexismatwork.eu>

Scan this
QR code !



To get informed :

In France

arretonslesviolences.gouv.fr

avft.org

defenseurdesdroits.fr

In Belgium

igvm-iefh.belgium.be/fr

stopausexisme.be

This flyer was funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020).

The content of this flyer represents the views of the author only and is his/her sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.