### Activity Sheet 2

# Sexual harassment procedure

### Group discussion

Activity  
Group discussion

### Objectives

To visualize use of a social dialogue based sexual harassment procedure

### The issue

A woman colleague, Mona, approaches the ‘person of confidence’ with the following complaint: Her immediate supervisor has repeatedly been leaning on and touching her shoulder while advising and inspecting her work. Even after the normal inspection he has been keeping his hands on her shoulder. She and an other colleague, Elsa, are the only ones who are treated this way.

Yesterday at the bus stop just outside the factory, he approached her and suggested that if she was friendly towards him, she could be moved to a more attractive position on the production line.

Mona is reluctant to raise the issue, because she is worried for her job, as she is a contract employee. Also she has concerns about possible retaliation if she raises the case formally.

### Tasks

1. Based on the sexual harassment procedure, discuss Mona’s case (If necessary use the plan of production site attached)
2. How would you advice her?
3. How would you proceed with the matter and use the procedure?
4. Do you know of similar cases from your own experience?
5. Discuss how these problems can be handled through social dialogue

### Plenary discussion

The issue is discussed in a plenary.

### Time:

* 60 min group session
* 45 min plenary discussion