

EFJ Policy on Sexual Harassment

This policy is an amendment to the IFJ Anti Bullying Policy

The EFJ is an organisation where solidarity between organisations and individuals from the Federation is fundamental. Everyone has the right to be treated with dignity, equality and respect. Any kind of behaviour, such as discrimination, bullying, harassment (sexual, physical or otherwise) or intimidation that undermines these basic rights is not acceptable.

This paper and guidelines aims to ensure that all members can work and communicate in a safe and dignified way when attending international and other events organised by the EFJ.

Sexual harassment is where any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.

Not hurting others

- avoid personal remarks or behaviour that may cause offence or distress
- avoid abusive or discriminatory language, or behaviour or harassing others on the grounds of age, sex, gender, race, colour, disability, sexual orientation and religion or belief, or any other personal characteristic
- challenge inappropriate language or behaviour if you see it or hear it

What to do if you experience or witness harassment, inappropriate language, or conduct

The elected members of the EFJ Steering Committee, the organisers of the event or meeting, are the persons responsible for ensuring that complaints about unwanted behaviour are handled in an effective and responsible way.

Should a complaint occur, the incident should be reported to the steering committee member responsible for dealing with such complaints, e.g. the EFJ President or Vice-President, or a member of the Steering Committee, who will deal with the issue as soon as possible. Otherwise the possibility to talk to the individuals involved at the same time could be lost.

In the process there must be respect for the general principle that the targeted person has rights, as well as the person who is accused of being a harasser.

The EFJ will make sure that the person who is a target of unwanted behaviour will be treated in a way that minimises the damage caused. Concern for the targeted person must be at the heart of the process, and the EFJ should make sure there is also a follow up after the event, that could include advice on therapy or other professional counselling (where appropriate).

The EFJ representative/s will first talk to both parties separately, and will especially listen to the wishes of the targeted person. They will then talk to the parties, together if appropriate, but ensuring that targeted person's privacy is respected according to her/his wishes, whilst aiming to find a settlement between the parties. If this is not possible, the EFJ representative should document the situation and report to the EFJ Steering Committee (SC). As the SC has

no legal power, and the EFJ has no individual members, the sanction could be a letter from the SC to the harasser, or/and passing information about the incident to the offender's union/organisation. The EFJ reserves the right to ban the harasser from future EFJ events and activities.

The EFJ representative also has the responsibility to make sure this process does not prohibit a targeted person from exercising her/his legal rights. If an offence is a violation of the law, or suspected as such, the targeted person must be helped to exercise her/his legal rights. This could take the form of a report to the police.

These EFJ processes are not a formal legal process, it is a way to ensure safe, secure and good working environment for our members, based on trade union values, respect for all, and basic human rights.

This policy paper will be distributed as standard information at all EFJ events. The SC will review it annually in the light of experience.

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