

"El Rodin"

SITRAP Information bulletin

Reporting Sexual Harassment

You cannot be fired for reporting sexual harassment

How you can prove you have been sexually harassed:

- Talk about what happened with your colleagues, perhaps they have suffered a similar experience.
- Make evident the actions that the attacker has taken against you.
- If the attacker calls you frequently, report it.
- If you receive written insinuations, keep them as evidence.
- It is important that you do not remain silent. Speak out about what is happening; if you do not, the attacker will never assume responsibility for his or her actions.

Law No. 7476 Against Sexual Harassment in Employment and Education

It is very important that we know about this law and enforce it.

Definition: All UNDESIRE and repeated sexual conduct, that has damaging effects on its victim.

Principles of the Law:

- Respect for human life and personal freedom.
- The prohibition of all discrimination against human dignity.
- The right to work.
- The principle of equality before the law.

Objectives of the Law are:

- To prohibit and penalise sexual harassment as a discriminatory practice based on gender, in places of work and study.
- To ensure that interactions in these spaces will be respectful and free of hostility.
- To allow appropriate growth and development of all individuals under the same conditions

Examples of sexual harassment

1- Undesired physical advances

Examples: touching the body, spanking, pinching, inappropriate exposure of the body

2- Sexual innuendos: flirtatious remarks, whistling, vulgar sexual jokes, insults.

3- Asking for sexual favours that pressure and trap you.

4- Promises of better treatment in the workplace or classroom.

5- Physical threats, moral damage, or penalties in your work or studies.

6- Demanding a certain behaviour as a condition for employment or teaching.

7- Obscene calls and gestures.

- 8- Display of offensive sexual materials.
- 9- Physical molestation aboard the bus, disrespectful looks and comments while walking on the sidewalk.

Employer responsibilities

- All employers should communicate in written and verbal form to all supervisors, employees, and clients about the company's policy against sexual harassment.
- They should establish an internal procedure for processing reports of sexual harassment.
- Guarantee confidentiality and penalise attackers.
- The solution to the conflict should be established within the three months following the report.
- All employers have the responsibility to spread information regarding their internal policy and the law against sexual harassment via training sessions, posters, brochures, talks, and videos.
- If your employer does not comply with these regulations, you can submit a complaint to the Inspection Office of the Ministry of Labour or the Office of the Ombudsman.

The majority of sexual harassment victims are women. Harassment causes women negative consequences such as: inhibits personal development, physical and emotional harm, nervousness, anxiety, and depression, loss of self-esteem, and often loss of jobs.

Your employer can only fire you for a justified reason as established in section 81 of the Labour Code.

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