

NASUWT

The Teachers' Union

NASUWT STATEMENT ON SEXUAL HARASSMENT

Introduction

1. The NASUWT opposes all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, class, colour, caring responsibilities, marital status, sexuality, disability, age, or other status or personal characteristic.¹
2. The NASUWT is committed to promoting and advancing equal opportunities through all of its structures, union organisation, campaigning and all other services and activities, including employment practices.²
3. In accordance with the Rules of the Association, it is an offence to harass or discriminate against another member on the grounds of gender and other protected characteristics. The NASUWT affirms its commitment to eliminating all forms of sexual harassment and violence against women and will take action against any conduct in breach of this Rule.

Scope and terminology

4. Sexual harassment refers to unwanted conduct of a sexual nature which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
5. Unwanted conduct of a sexual nature may include:
 - sexual comments or jokes;
 - taking and/or displaying sexually graphic pictures, posters or photos including posts of a sexual nature through contact on social media, downloaded images, electronic device screens or other means;
 - suggestive looks, staring or leering;
 - propositions and sexual advances;
 - making promises in return for sexual favours;

¹ NASUWT Rules. Objects 3(c)

² NASUWT Rules. Objects 3(e)

- sexual gestures;
 - intrusive questions about a person's private or sex life, and discussing your own sex life;
 - spreading sexual rumours about a person;
 - coercion, including pressure for sexual favours;
 - sending sexually explicit emails or text messages;
 - unwelcome touching, hugging, massaging or kissing;
 - criminal behaviour, including sexual assault, stalking, indecent exposure and offensive communications.
6. Unacceptable sexual conduct may refer/relate to a person or persons of the same or different sex; it may be witnessed or overheard by a third party, and does not need to be directed at any individual.
7. The NASUWT recognises that sexual harassment is overwhelmingly directed at women and predominantly perpetrated by men. Sexual harassment may also intersect with other forms of prejudice and discrimination, including on grounds of age, class, disability, gender identity, race/ethnicity, religion/belief or sexuality.

Acceptable and appropriate conduct

8. The NASUWT is committed to tackling sexual harassment involving members or representatives of the Union, NASUWT employees or any third party.
9. The NASUWT is committed to promoting acceptable and appropriate conduct at all times as a basis for preventing sexual harassment.
10. The NASUWT is committed to ensuring that all members, representatives, staff, visitors, contractors and other third parties behave in a courteous manner at all times when engaged in work for or on behalf of the Union. Aggressive, offensive, intimidatory, disrespectful or other unacceptable behaviour will not be tolerated.
11. The NASUWT will take all complaints seriously and act on them.
12. The NASUWT expects members, representatives, staff, visitors, contractors or other third parties to act appropriately at all times, to challenge sexual harassment and to promote acceptable and appropriate conduct by others.

13. The NASUWT will foster an environment in which individuals can be confident that when reporting incidents of sexual harassment, such complaints will be taken seriously and acted upon.

Other commitments

14. The National Executive will:
 - (i) take all appropriate steps to challenge and eradicate sexual harassment within the Union's structures and operations locally, regionally and nationally;
 - (ii) inform members, representatives, staff and third parties about the Union's commitment to challenging sexual harassment and its expectations on appropriate and acceptable conduct;
 - (iii) ensure that tackling sexual harassment is a top priority within its bargaining, policy development, advocacy, campaigning and organising work;
 - (iv) work with other civil society organisations to end sexual harassment in the workplace and wider society;
 - (v) monitor and review annually the impact of its work .