Examples of Harassment

Examples of what constitutes harassment (non-exhaustive list). Harassment can take many forms, including:

- Unwanted physical contact, ranging from an invasion of space to an assault.
- Offensive comments, including insults, jokes or gestures, open hostility, verbal or physical threats.
- Insulting, abusive, embarrassing or patronising behaviour or comments, humiliating, intimidating, and/or demeaning criticism.
- Spreading malicious rumours about an individual.
- Putting up pictures of a person on social media without consent.
- Attacks on the privacy of the individual, for example by putting personal information on social media without their consent.
- Persistently shouting at, insulting, threatening, disparaging or intimidating an individual.
- Constantly criticising an individual without providing constructive support to address any performance concerns.
- Persistently overloading an individual with work that s/he cannot reasonably be expected to complete.
- Posting offensive comments on social media, including using mobile communication devices.
- Isolation from normal work or study place, conversations, or social events.
- Organising team social events at inaccessible locations, preventing a staff member in a wheelchair from attending.
- Ridiculing someone's weight or body shape.
- Purposefully 'outing' a gay person in public without their consent.
- Deliberate misgendering of a person.
- Stalking, which is defined as a pattern of unwanted behaviour, directed at a specific person, which causes that person to change their routine or feel afraid, nervous or in danger. Examples of stalking behaviours include repeated, unwanted phone calls, texts, messages, etc. that may or may not be threatening.

Sexual harassment may involve, for example (non-exhaustive list):

- Sexual assault.
- Requests for sexual favours, or sexual advances.
- Leering, wolf whistles, obscene gestures, jokes, or innuendo.
- Inappropriate comments or a conversation about a person's sex life or relationships.
- Unwelcome comments about a person's sexual orientation or gender identity.
- Displays of sexually offensive material, such as emails, posters, pictures, graffiti, screen savers or text messages.
- Suggestive or sexual jokes, suggestive behaviour, telephone calls.
- Uninvited touching, hugging, or kissing or other forms of physical contact.

- Inappropriate invasion of a person's personal space.
- Persistent comments or images placed on social networking sites, for example Facebook and Twitter.
- Persistent and unwelcome personal contact after being asked to desist.
- Deliberately using the wrong name or pronoun in relation to a transgender person, or persistently referring to their gender identity history.
- Threatening to disclose, or disclosing, a person's sexuality or gender identity to others without their permission.

Racial harassment may include, for example (non-exhaustive list):

- Making offensive remarks about a person's race.
- Mimicking the way a person speaks.
- Making jokes about a person's race.
- Calling people by racist names.

Gender-based harassment may include (non-exhaustive list):

- Making demeaning or unwelcome comments based on a person's sexual orientation or gender identity.
- Inappropriate comments or conversation about a person's sex life or relationships.
- Persistently referring to the gender identity history of a transgender person.
- Threatening to disclose, or disclosing, a person's sexuality or gender identity to others without permission.
- Abusive phone calls with comments around a person's gender or sexual orientation.
- Stereotypical comments which could be interpreted as sexist and make people feel uncomfortable.
- Stalking may be characterised by any of the following repeated and unwanted behaviours:
    - Repeatedly following a person.
    - Persistently contacting, or attempting to contact, a person by any means.
    - Monitoring a person use of the internet, email, or any other form of electronic communication.
    - Loitering in any place (whether public or private) with the intention of catching the attention of someone, who does not wish for contact.
    - Interfering with any property in the possession of a person.
    - Watching or spying on a person including through the use of CCTV or electronic surveillance.