



Preventing and Responding to Sexual Harassment

In Cross Cultures we have a zero tolerance policy on sexual harassment, bullying and discrimination.

Cross Cultures has developed Safeguarding Children in Sports policy and operational measures, which includes preventing sexual harassment and violation of children. However, we need to stress that preventing and responding to sexual harassment between coaches or between colleagues or between employees and employer or in the club house is equally important.

Our approach basically follows the same steps as in Safeguarding in Sports starting with understanding sexual harassment, recognising types of unacceptable sexual harassment, identifying areas of risk etc.

Below is an overview for guidance.

Understanding Sexual Harassment

- offensive sexual attention, suggestions, or talk, especially from an employer or other person in authority/power. Sexual harassment is illegal in many countries
- Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances. (Australia Human Rights Commission)
- Talk about sexual harassment and the dilemmas included
- Hold awareness raising sessions about sexual harassment
- Break the taboo around sexual harassment

Recognizing types of sexually harassing behaviour:

- unwelcome touching;
- staring or leering;
- suggestive comments or jokes;
- sexually explicit pictures or posters;
- unwanted invitations to go out on dates;
- requests for sex;
- intrusive questions about a person's private life or body;
- unnecessary familiarity, such as deliberately brushing up against a person;

- insults or taunts based on sex;
- sexually explicit physical contact; and
- sexually explicit emails or SMS text messages.
- A working environment or workplace culture that is sexually permeated or hostile will also amount to unlawful sexual harassment.

Identifying areas of risks

- In situations of unequal power relations i.e. employee/employer relationship
- In situations of dependency – junior coaches dependency on senior coaches
- In situations of vulnerability – alone in the streets, in the office, on the pitch

Taking preventive measures

- Sustain a respectful and non-discriminatory culture
- Make awareness sessions
- Discuss and develop code of conducts
- Stress the responsibility of all to prevent sexual harassment
- Task the Safeguarding focal point with safeguarding issue among peers, coaches and teams
- Be clear that there is a no-tolerance policy and that breaches will have serious consequences
- Consider using an anonymous [short risk assessment](#) to identify any hidden problems

Responding, Referral and Reporting appropriately

- Encourage openness around sexual harassment and legitimacy to report
- Have transparent procedures in place in case of concern
- Pay due attention to confidentiality of the whistle-blower and offender
- Review continuously and adapt
- Collaborate with specialized agencies or organisations in the field of sexual harassment or sexual violations to cater for the needs of both the victim of sexual harassment and the offender

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