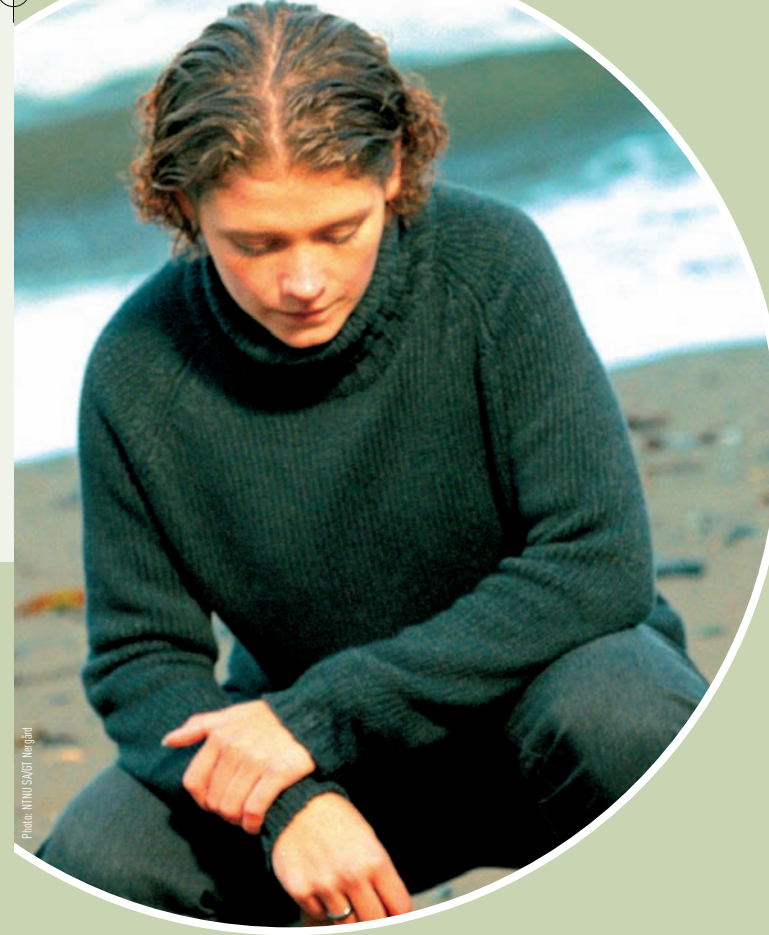


**Members of staff at NTNU can get advice and support from:**

NTNU's health, environment and safety section (HMS-seksjonen), phone 73 59 80 29.

**Students at NTNU should contact:**

The student ministers (studentprestene) at Dragvoll, phone 73 59 81 60 or 922 00 170, or Psychosocial Health Service at the Student Community Organization (Studentsamskipnaden), phone 73 55 16 60.



**If you are ever sexually harassed:**

- Stand up to the person and say that this is offensive behaviour.
- If you find it hard to discuss the matter face to face, write a letter to the person in question and describe how you experienced the situation.
- Talk to your line manager, the person responsible for the course or the lecturer.
- Tell someone you trust about the situation.
- Find out if others where you work have had similar experiences. It is quite common that the same person harasses several people.

**Sexual harassment**  
is abuse of power and is not tolerated

# Be cautious

NTNU is to be an attractive university, a place where men and women have equal opportunities. We must show respect for each other to achieve this goal.

Sexual harassment is incompatible with a healthy work environment, and with NTNU's core values of respect and caring.

Harassment is a form of abuse of power that simply cannot and will not be tolerated.

This brochure is intended for both students and staff. It clearly defines sexual harassment and how these should be handled.

Tondheim, November 2013

Gunnar Bovim  
Rector

## What is sexual harassment?

*«Sexual harassment means unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men at work. This can include unwelcome physical, verbal or non-verbal conduct.»*

*The essential characteristic of sexual harassment is that it is unwanted by the recipient, that it is for each individual to determine what behaviour is acceptable to them and what they regard as offensive.»*

(Commission of the European Communities, 92/131/EEC)

It is how sexual harassment is subjectively experienced that decides how it affects the life situation of the person involved.

Casual remarks, a darting look and slight physical contact are not sexual harassment unless they are perceived as such. It depends on the person and the circumstances. As the social setting and cultural environment are often of

great significance, it is important to be especially careful in multicultural situations where people with different ethnic backgrounds work or study together. Sexual harassment occurs when a person uses his or her power to achieve advantages or suppress others.

### Are you in doubt about your behaviour?

Think about the sort of reactions that are caused by your behaviour. Would you behave just the same if your spouse/partner or children were present? How would you react if someone else behaved like you do in front of your son or daughter?

### Myths and facts

Statements such as «there is no sexual harassment here» and «I wouldn't mind being sexually harassed» minimize and cover up the problem. Survey upon survey has revealed how many different types of sexual harassment there are. They can be conscious or unconscious acts, with or without intent. It is usually men in superior positions who take advantage of their status and demand sexual attention

from female students or women in lower-status positions. Such behaviour may influence the academic progress or career opportunities of such women.

### The manager's responsibility

All managers are to act as soon as they are aware that sexual harassment has occurred.

The manager is to make sure that the harassment is stopped. If the person who has been harassed agrees, the matter is to be treated confidentially.



### «Kari»

- I'm afraid of being looked upon as someone who creates a hostile environment at the Department if I discuss the way he treats me. Yet I know that both male and female colleagues feel that he is a bit dodgy. Many people have commented on the way he behaves.

### «Per»

- Nearly all of the lecturers are decent people. I just wish that they could get to grips with the problem. Many of them go to our parties and we see how they behave. It is quite a step for a student to take such matters up with the Department.

### «Ingrid»

- I don't think he meant anything bad, but I reacted very negatively when he put his arms around me and congratulated me on my exam grade. Perhaps it had to do with the circumstances, and the way he did it.

### «Bente»

- One evening my lecturer entered the reading rooms. There was nobody there except us. He stood behind me and started stroking my breasts. When I asked him how his family was doing, he left.