

WHAT IS HARASSMENT? SOME COMMON FORMS

SEXUAL HARASSMENT. Any unwanted and therefore non-consensual sexual behavior, whether physical, verbal, or non-verbal. Some examples of sexual harassment are unwanted sexual advances, questions or remarks about a person's sex life, comments about appearance, inappropriate sexual jokes and comments, remarks and/or pressure for sexual favors, unwanted physical contact or gestures, displays or distribution of pornographic or sexually suggestive material.

RACIAL HARASSMENT AND HARASSMENT BASED ON RELIGIOUS BELIEFS. Any verbal, non-verbal, or physical harassment and discrimination perpetrated towards individuals or groups belonging to different ethnic and cultural communities. It includes unwanted gestures, jokes, offensive remarks, or denigrating comments about a person's lineage, origin, culture, skin color, nationality, or religion.

HARASSMENT BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY. Any type of discrimination and harassment based on the sexual orientation or gender identity of a person, including homophobic, transphobic, gender-based remarks, unwanted jokes, denigrating comments, threats related to a person's sexuality or gender identity.

HARASSMENT OR BULLYING AT WORK. Any prolonged and repeated abusive behavior, psychological violence, pressure, discriminatory behavior against a person in the workplace, either personally or professionally. Bullying can include spreading false information or rumors to discredit a person, disturbing them while performing their work activities, threatening, insulting, abusing, treating them deceptively, rudely, intimidating, or isolating them from others.

THE KEYWORD IN PREVENTING ALL THESE ACTIONS IS: **CONSENT***

*Have/give voluntary permission for something to happen or freely agree to do something.

QUESTION YOURSELF ANYTIME YOU NEED

" IS MY BEHAVIOR CORRECT?"

"DO I HAVE THE CONSENT?" "IS THERE AN AGREEMENT?"

"HAVE I GIVEN CLEARLY AND FREELY MY CONSENT?"

USEFUL CONTACTS

HUMAN RESOURCES CONTACTS

Garante:
info:
e-mail:

Consigliera di fiducia
info:
e-mail:

Comitato Unico di Garanzia (CUG)
info:
e-mail:

GEP (Gender Equality Plan) Committee
info:

CAV (Anti-Violence Center) CONTACT

Associazione Artemisia Centro donne contro la violenza "Catia Franci" Onlus
e-mail: info@artemisiacentroantiviolenza.it / Tel.: 055 601375
info: www.artemisiacentroantiviolenza.it

Centro Aiuto donna Lilith
e-mail: centrolilith@anpas.empoli.fi.it
info: www.lilithcentroaiutodonna.it

Other CAV in Toscana: <https://www.regione.toscana.it/-/i-siti-web-dei-centri-antiviolenza>

LGBTQIA+ ASSOCIATION:

IREOS - Centro Servizi Autogestito Comunità Queer
email counselor: consultorio@ireos.org
info: www.ireos.org

OCTOPUS-LAB INFO



OCTOPUS LAB
www.theoctopuslab.wordpress.com
info.octopuslab@gmail.com
TheOctopusLab8 on Facebook
@the_octopuslab on Instagram
@TOctopuslab on Twitter



OCTOPUS LAB PRESENTS

ANTI-HARASSMENT ACTIONS

Practical advice for recognizing,
stopping and preventing
harassment

SAFE WORKSPACES FOR ALL



HOW WOULD I REACT IF I WERE BEING

HARASSED?

CREATE YOUR HARASSMENT DEFENCE STRATEGY

Every day we are exposed to many pressures, it could happen that someone approaches us in an annoying, sexually explicit way or in other ways that we perceive as offensive, harmful to our dignity.

This template aims to help you reflect on your emotions and to choose in advance how you want to react.

This awareness will help you avoid getting stuck in surprise.

IMAGINE THIS SITUATION



A is harassing B, C is a stand-byer. We want to understand what can A, B and C do in this situation.

What would you do if you were B or C?

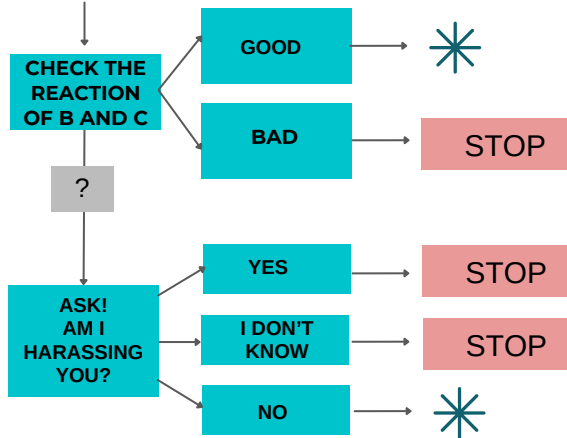
If you were alone with a person who is harassing you what could you do to escape?

What if you are tempted to act as a harasser? How to stop and reflect on how to act respectfully?

PRACTICE: TRY TO FIND YOUR OWN DEFINITIONS OF CONSENT AND HARASSMENT



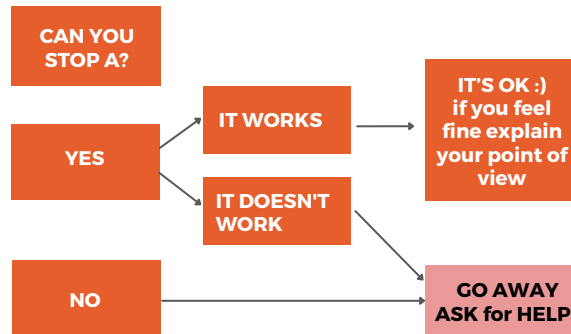
A: AM I HARASSING B?



* IT IS OK. But keep paying attention to B's reaction.



B: A IS HARASSING ME. WHAT CAN I DO?



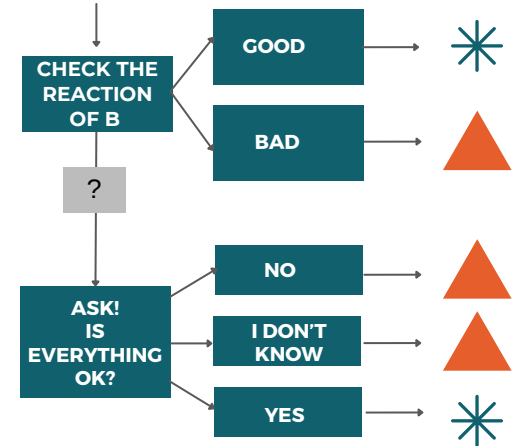
POSSIBLE WAYS TO ASK FOR HELP :

- 1. SAY "HELP!" or SIGNAL for help.**
- 2. COLLEAGUES.**
 - Ask a third person (e.g. C) to intervene (in real-time or later)
 - Ask C to be with you if you want to talk to A after the harassment
 - Ask for advice
- 3. HUMAN RESOURCES** (See Contacts)
- 4. CONTACT THE AUTHORITIES / DEDICATED ORGANIZATIONS**
 - Police 112
 - Helpline for violence and stalking 1522
 - CAV [Anti-Violence Center]. (see Contacts)
 - Ufficio Nazionale Antidiscriminazioni Razziali (<https://unar.it>)

ANOTHER WAY TO ACT: SCAN THE QR CODE
FILL OUT THE OCTOPUS ANONYMOUS FORM



C: IS A HARASSING B? WHAT CAN I DO?



* STAY nearby / TALK with B later



What can we do as bystanders

SOME examples:

- Distract with an action that interrupts the harassment (ask for the time, information, pretend to be a friend of the victim, make some noise, make B and A aware of your presence, stay visible).

- Ask other people for help, possibly people with a higher job position than you (example: researchers, professors, directors, human resources).

- Observe, testify, document, write, and give the documents to the victim, but do not publish them without their consent.

- Speak to the harasser, stop them and then talk to the victim. Do not raise your tone: your own and the victim's safety are the goals of your intervention!

In any case, talk to B and stay with them after the event.