

**SAFE AT WORK
SAFE AT HOME
SAFE ONLINE**

*Trade unions for a world of work free
from gender-based violence*

Violentometer

Comments or criticism are always accepted

Equal promotions

Clear policies to prevent violence and harassment

Mutual trust, respect and autonomy (online and offline)

Extra-professional relations or meetings can be refused without a problem

Subtle gender bias

Your speech is constantly interrupted

Unsolicited comments about your appearance

Sexist jokes and comments, passed off as 'banter'

Persistent personal questions, 'blurring the lines'

Sexual references

If you speak up, you are not taken seriously or called a 'killjoy'. Gaslighting.

Discomfort if you refuse an advance. You fear for reprisal

You receive sexual messages or images

Persistent staring at your body

Attempts to be alone with you, stalking (online & offline)

Requests for sexual acts

Threats if you refuse

Threats or retaliation if you report, silencing

Sexual verbal aggression

Unwanted physical contact, touching

Forced kisses

Rape

Safe and healthy workplace

Sexist and hostile workplace

Escalation of sexual harassment

Sexual assault
Rape