



# HARASSMENT



## FACT SHEET



### WHAT IS HARASSMENT?

- Harassment is any unwelcome or hostile behaviour, verbal, written, or physical, directed towards an individual or a group based on their protected characteristics such as gender, race, religion, sexual orientation, or disability.
- It includes actions or comments that create a hostile or intimidating work environment, inhibit job performance, or adversely affect an individual's employment opportunities.
- Harassment can take various forms, and it is prohibited by laws and regulations to ensure a safe and respectful workplace for all employees.



### WHY IS IT HARMFUL?



- Harassment erodes the emotional and psychological well-being of victims, causing stress, anxiety, depression, and decreased self-esteem.
- It can lead to physical health problems.
- Harassment disrupts workplace dynamics, fosters a toxic environment, and hampers teamwork and productivity.
- It can result in high turnover rates, absenteeism, and reduced job satisfaction, all of which have financial consequences for businesses.
- It tarnishes a company's reputation and can lead to legal repercussions.



Emotional and Psychological Harm



Physical Health Problems



Absenteeism



Decreased Job Performance



Legal Consequences



High Staff Turnover



Reputation Damage



Toxic Work Environment

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