


# SEXUAL HARASSMENT IN THE WORKPLACE



I did a great job hiring our new assistant, don't you agree? She works really hard. I am pleased.


CONSULTANT

I'd have hired her for her looks alone. Did you see the skirt she was wearing today? I could hardly get my work done!

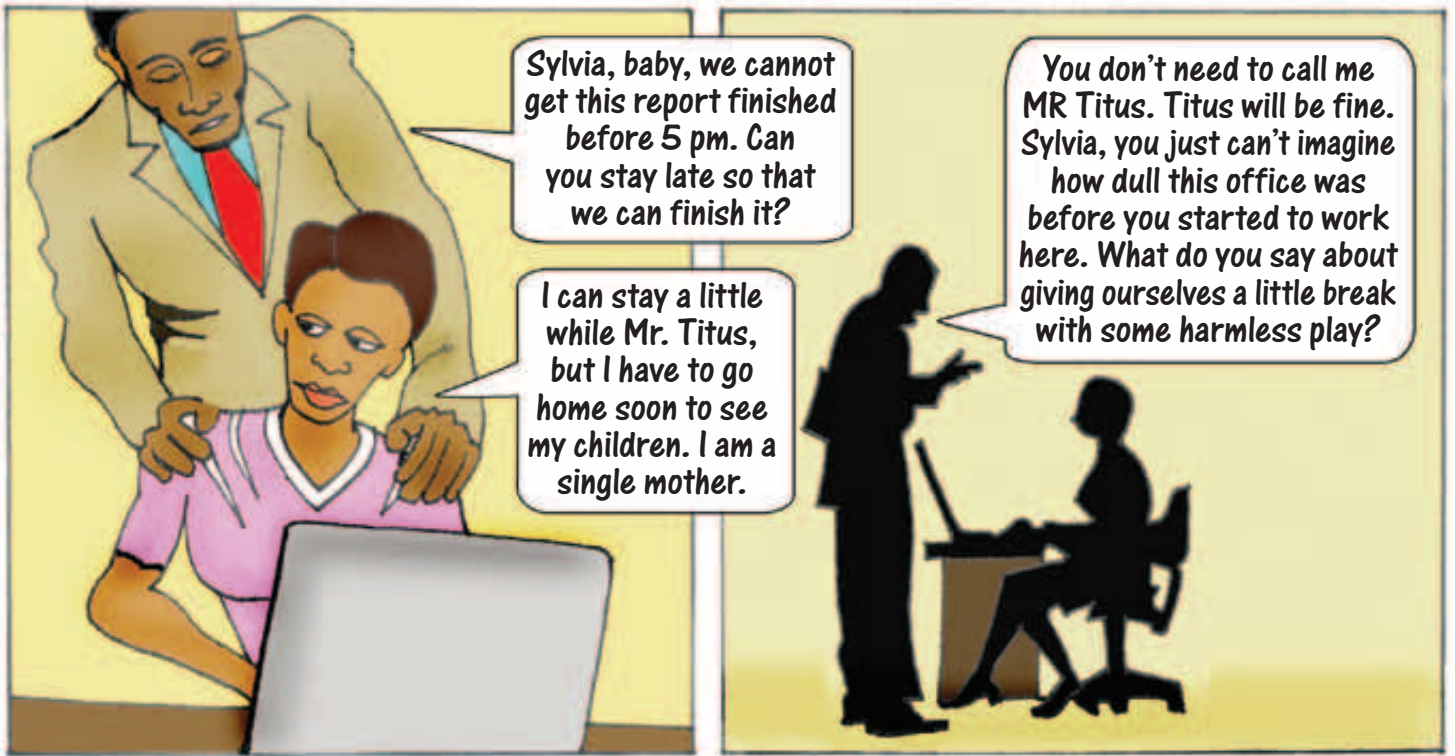


Very funny, Titus. By the way have you finished the report for our client yet?

Yes, yes, it's coming.



I need to get to know this new assistant better!



Sylvia, baby, we cannot get this report finished before 5 pm. Can you stay late so that we can finish it?

I can stay a little while Mr. Titus, but I have to go home soon to see my children. I am a single mother.

You don't need to call me MR Titus. Titus will be fine. Sylvia, you just can't imagine how dull this office was before you started to work here. What do you say about giving ourselves a little break with some harmless play?



NO Mr Titus! I did not stay late for this! This is my job and not a relationship. Give me those documents so I can finish the report and go home to my children.



Whoa, slowly! Let's not rush things. The night is young!





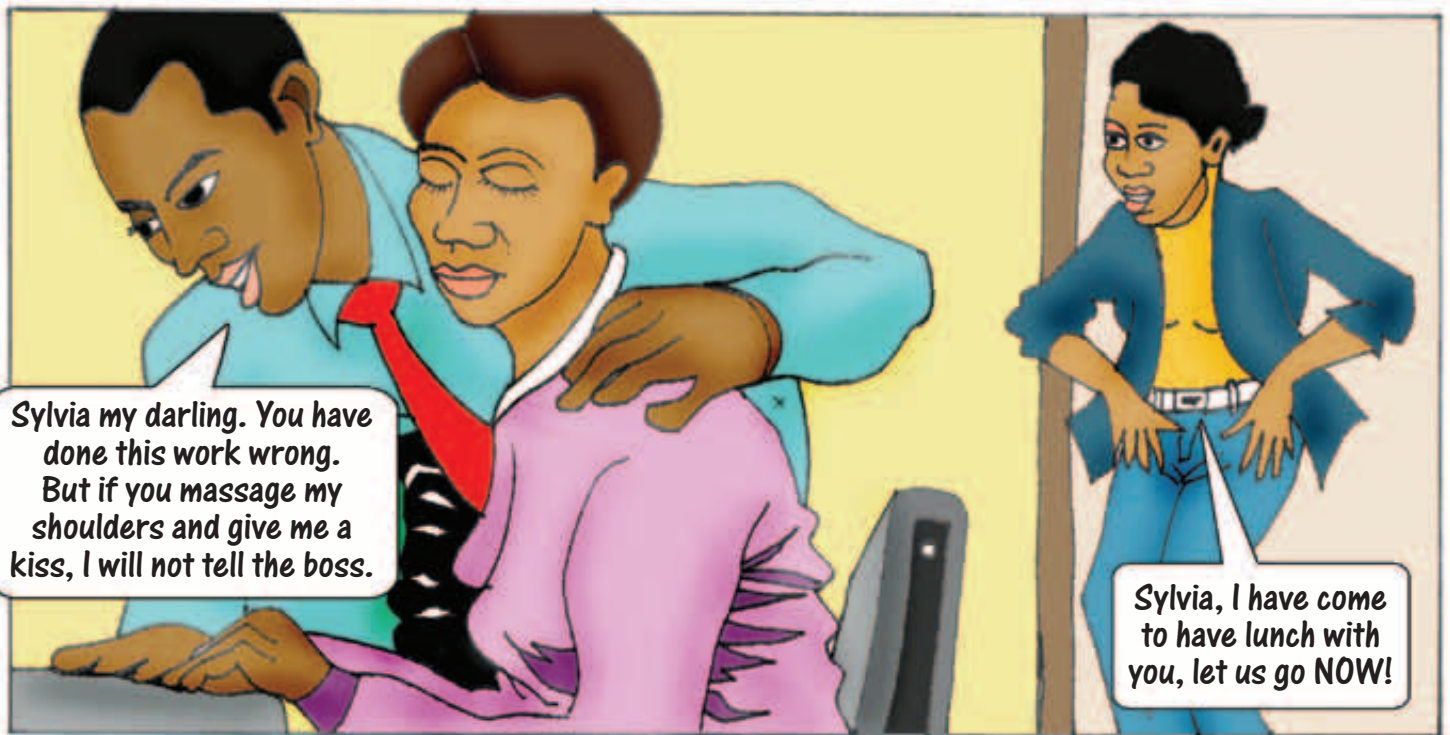
Mr Titus, I am leaving now. I need to get home. I do not think you are interested in getting the report finished.

Sylvia, I really thought you were going to fit in well but now I must say I have my doubts.



I need a job and this one pays well. I enjoy the work. Jobs are hard to find and finally I have found one that I like.  
BUT

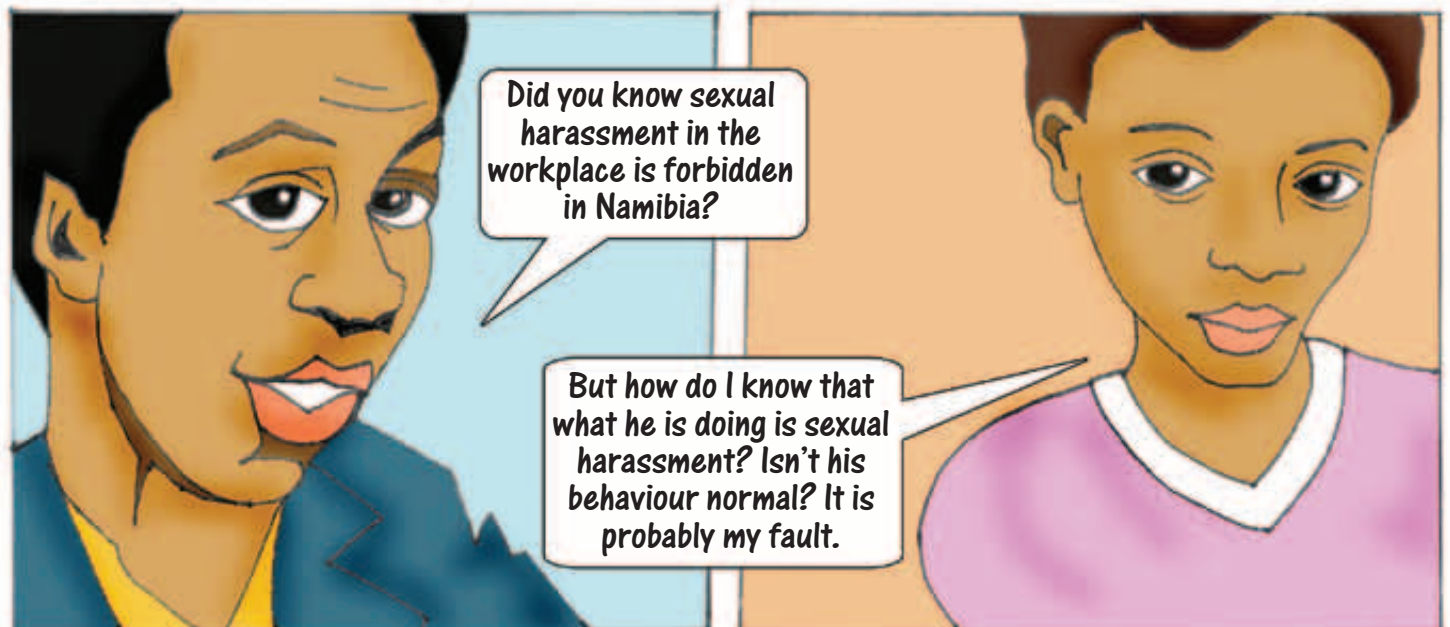
I wonder why the last person left so quickly? Was it also because Mr Titus was harassing her? I can't tell Mr Petrus. Mr Titus and Mr Petrus are friends. I can't go on in this situation. I am so confused.



OVER LUNCH ...

How long has he been treating you like that?

For months now. It started about a week after I was employed and it is getting worse. I have asked him to stop but he won't. It seems I am going to have to quit my job. I like the work I am doing, this is not fair!







If you have told him that his behaviour is **unwelcome** and he keeps doing it, it is **sexual harassment**. I saw what happened and it was clear to me that what he was doing was wrong. Look what the pamphlet says.

## SEXUAL HARASSMENT

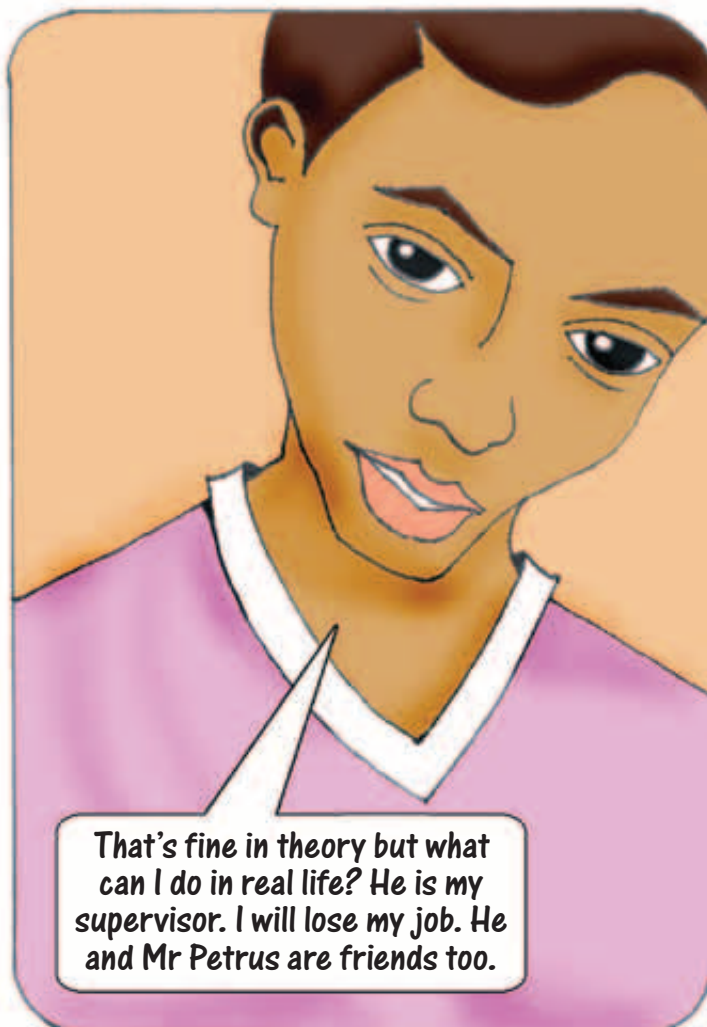
*A person must not, in any employment decision or in the course of an employee's employment, directly or indirectly sexually harass an employee.*

Labour Act, section 5(8)

### What is sexual harassment?

"Sexual harassment" is unwarranted sexual behaviour towards an employee by the employer or a co-worker.

There are two possible ways to identify sexual harassment. One is where the employee has indicated that the conduct is unwelcome. For example, it might not be sexual harassment for one employee to ask another employee to go out on a date - but it would be unacceptable to keep making such requests after being asked to stop.



That's fine in theory but what can I do in real life? He is my supervisor. I will lose my job. He and Mr Petrus are friends too.



It doesn't matter that he is your supervisor, or that he is friends with the boss. The law is the law! You should go to speak to Mr Petrus.

"Employers are expected to take reasonable steps to make employees safe from sexual harassment."

OFFICE OF MR PETRUS



I need to report a case of sexual harassment. Mr Titus has been sexually harassing me for months and he will not stop. I was going to leave and not tell anyone, but my friend convinced me to speak to you. She told me that I can report his behaviour because it is against the law.

I am sure that he is just being friendly.

Maybe if I pretend to be concerned she will forget about this and the problem will go away.



There is a difference between being friendly and sexual harassment. It is not fair that I should feel so uncomfortable about his behaviour that I should want to leave. Just imagine if that happened to you.

Wait a minute, our last assistant left rather suddenly... Perhaps there is a problem.

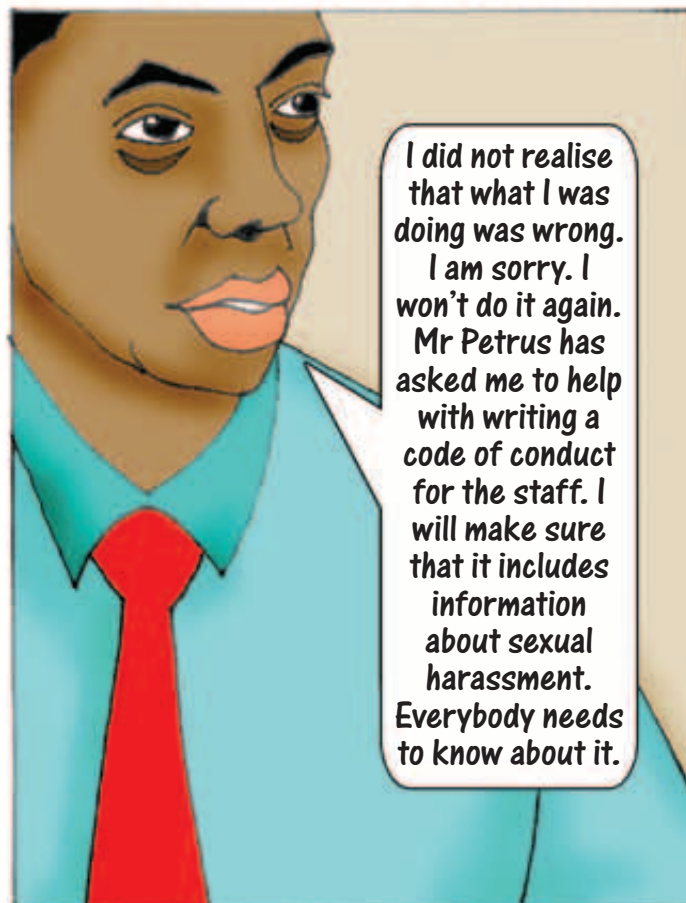
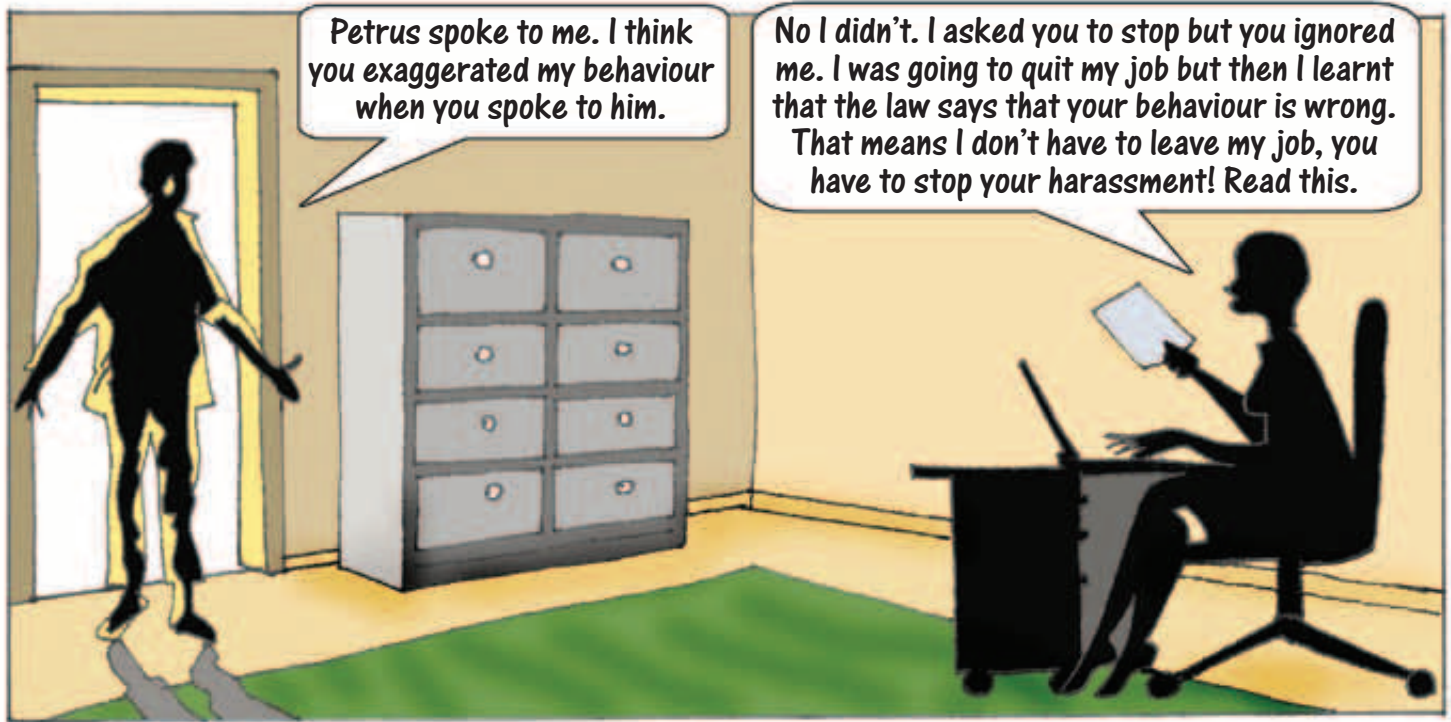


My friend told me that the law says that if someone is forced to leave their job because of sexual harassment, he or she may be entitled to get their job back or to get compensation for losses suffered! Please do something about Mr Titus's behaviour. If you don't, I will have to go to the Labour Commissioner to ask for help.

This is a serious matter. I will deal with it.







## WHAT TO DO IF YOU ARE BEING SEXUALLY HARRASSED AT WORK

- Collect evidence that supports your case.
- Make a complaint to your employer.
- If your employer does not resolve the issue, you can make a complaint to a Labour Inspector or the Labour Commissioner.

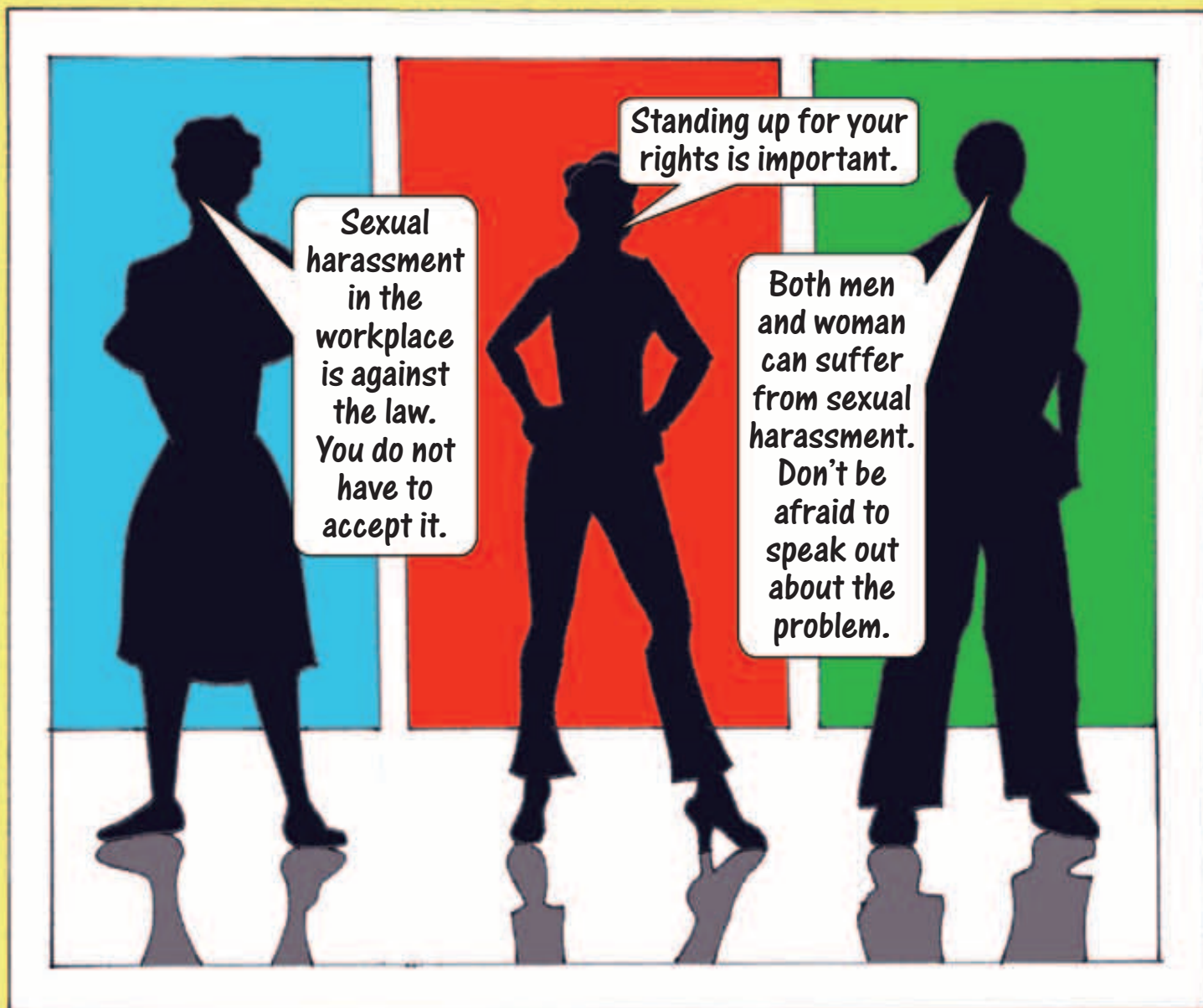
## WHAT IF THE EMPLOYER FAILS TO FOLLOW THE LABOUR ACT?

An employer could be asked to:

- reinstate an employee who was unfairly dismissed
- pay compensation to the employee
- take other steps ordered by a Labour Inspector or the Labour Court.

## WHERE CAN I FIND FURTHER INFORMATION?

- Contact the Ministry of Labour and Social Welfare (061 206 6111)
- Contact the Legal Assistance Centre (061 223356).



**DO YOU ...**

**... HAVE A QUESTION?**

**... HAVE A COMMENT?**

**... NEED MORE INFORMATION?**

**CONTACT US!**

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**We would like to hear your feedback about this comic.**

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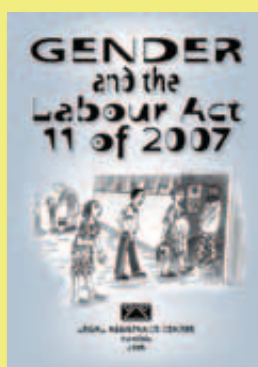
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Funding:  
DUTCH MINISTRY OF FOREIGN AFFAIRS, MDG3 FUND

Printing:  
JOHN MEINERT PRINTING (PTY) LTD

Publisher:  
GENDER RESEARCH & ADVOCACY PROJECT,  
LEGAL ASSISTANCE CENTRE, 2010



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The LAC's pamphlet on Gender and the Labour Act is also available on the website.