

5 February 2024

Sexual harassment: it's not ok

Today marks the beginning of Sexual Abuse and Sexual Violence Awareness Week (5 to 11 February) and PCS is upping the challenge to employers and abusers.

Content warning: this material contains references to and discussion of sexual harassment and sexual assault.

Sexual harassment is a form of sexual violence. Landmark [ONS figures](#) last year showed that sexual harassment is experienced by 8% of women and 3% of men. One in four said it has happened in the workplace. Although this is nothing new it is still shocking - just watch this selection of brilliant [PCS speakers](#). But it's a reminder that unions can successfully challenge sexual harassment and abuse in all its forms.

Where sexual harassment happens in the workplace, the employer has failed. Our [article on PCS Digital explains how to identify sexual harassment](#) so as to challenge it and make workplaces safe. Another shows [how members can challenge incidents](#) and what support they can expect from their rep.

There are plenty of questions reps can ask. How are managers making themselves accountable? Is there an existing sexual harassment policy? Is sexual harassment data available? Is there training for staff and managers to prevent and respond to sexual harassment? An article for reps explains what duties are on the employer and how they can do better in [preventing sexual harassment](#).

Want to get more involved? Get active on social media using the hashtag #ItsNotOk There are [official campaign resources available online](#).

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