

SEXUAL HARASSMENT AT WORK?



You Don't Have to Face It Alone

Join the CWU – The Union That Stands With You

No one should feel unsafe, intimidated or degraded at work.

Harassment can affect anyone, regardless of grade, role or length of service. It can happen face-to-face, online, over the phone or through messaging apps.

If it happens to you, the CWU is here to help.

WHY JOIN THE CWU?

When something goes wrong at work, having a union behind you can make all the difference.

The CWU provides:

- **Support** – Confidential advice and guidance from experienced union representatives.
- **Representation** – Support during meetings and workplace procedures.
- **Practical Help** – Guidance on recording incidents, raising concerns and understanding your rights.

Legal Support

As a CWU member, you have access to free specialist legal advice on employment law matters, ensuring you understand your rights and receive expert support when workplace issues arise. Members may also be eligible for assistance with personal injury claims, providing professional legal representation when it matters most.

“WHAT CWU MEMBERS SAY

I didn't know who to turn to. My CWU rep listened, supported me and helped me understand my options. Having someone on my side gave me the confidence to speak up.

I felt anxious about attending meetings on my own. The CWU supported me every step of the way and ensured my concerns were taken seriously.

The guidance I received from the union made a difficult situation much easier to deal with. I wasn't alone.

YOU DESERVE BETTER THAN FACING IT ALONE

The CWU is here to support, protect and represent you when you need it most.

KNOW YOUR RIGHTS

You have the right to:

- ✓ *Be treated with dignity and respect*
- ✓ *Work in an environment free from harassment*
- ✓ *Raise concerns without fear of victimisation*
- ✓ *Be taken seriously when reporting incidents*
- ✓ *Access support throughout the process*

Harassment is unlawful, and employers have a responsibility to provide a safe working environment.

WHAT IS HARASSMENT?

Harassment is unwanted behaviour that violates your dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

It can include:

- *Inappropriate comments, jokes or "banter"*
- *Unwanted physical contact*
- *Offensive emails, texts or online messages*
- *Sharing inappropriate images or content*
- *Intrusive questions about your personal life*
- *Repeated unwanted attention or behaviour*

If it's unwanted, it's not acceptable.



YOUR EMPLOYER'S RESPONSIBILITIES

Employers have a legal duty to:

- ✓ *Take reasonable steps to prevent harassment*
- ✓ *Investigate complaints fairly and promptly*
- ✓ *Provide a safe and respectful workplace*
- ✓ *Support workers who raise concerns*
- ✓ *Ensure no worker is victimised for reporting unacceptable behaviour*

Everyone deserves to work in an environment where they feel safe, valued and respected.



Together We Are Stronger



*Scan and join
the CWU Today!
join.cwu.org*