

# Sexual harassment must be stopped.

## We can help.

What's the tone of conversation like in your workplace?  
Do you have common norms of conduct?  
Do you have clear procedures for what to do if an employee experiences sexual harassment?

As an employer, you have a duty to prevent sexual harassment and other offensive conduct, and the Danish Working Environment Authority can help.

Sexual harassment in the workplace is a working environment problem that must be dealt with and prevented.

Workplaces where sexual harassment occurs can suffer from increased sickness absence, lower productivity and high employee turnover. Employees who are victims of sexual harassment can be impacted in a number of ways, including by being more prone to stress and stress-related illnesses such as depression.

## Prevent sexual harassment

As an employer, you have a duty to effectively prevent sexual harassment and other offensive conduct in the workplace.

If sexual harassment and other offensive conduct occurs in spite of your preventive efforts, you have a duty to deal with it in an appropriate manner.

A respectful workplace culture where everyone feels protected can help prevent sexual harassment.

### Helpful advice on prevention

- Make it clear that sexual harassment is unacceptable
- Establish clear rules and guidelines regarding sexual harassment
- Maintain a workplace-wide dialogue on what constitutes appropriate conduct and a good tone of conversation in your workplace
- Take reports of sexual harassment seriously

## What constitutes sexual harassment?

Sexual harassment is any form of unwanted sexual attention.

Sexual harassment can occur internally within the company between colleagues and between employees and managers.

It can also involve persons outside the company which the employees are in contact with through their work, such as private individuals, customers or partners.

Other offensive conduct can be bullying, hurtful remarks and threats that are not of a sexual nature.

For example, this could include the following

- 'Dirty' jokes and comments
- Unwanted touching
- Irrelevant questions about sexual subjects
- Unwanted sexual advances

## Get help to prevent sexual harassment

Read about preventing and addressing sexual harassment and other offensive conduct at [at.dk/seksuel-chikane](https://at.dk/seksuel-chikane).

You can also call our Hotline for an anonymous conversation about sexual harassment on +45 70 22 12 80 (Mon-Thurs: 8-15, Fri: 8-14).