

SPECTRUM OF SEXUAL MISCONDUCT AT WORK

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Knowing where a behaviour falls depends on the situation, history of the relationship, tone of delivery, and nonverbal actions.

1

Generally not offensive - Common remarks on things such as hairstyle and dress

2

Awkward/mildly offensive - Comments involving or implying gender distinctions unfavourable to a person's gender

3

Offensive - Gender-insensitive or superior manner

4

Highly Offensive - Intentionally denigrating comments or behaviours

5

Evident Sexual Misconduct - Behaviours that are crude or physically intrusive

6

Egregious Sexual Misconduct - Behaviours involving coercion, sexual abuse, or assault

Resources & Websites:

WorkSafe NB: www.worksafenb.ca

Sexual Violence NB: www.svnb.ca

SaferPlaces NB: www.saferplacesnb.ca

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