

**TOWARDS AN END TO SEXUAL  
HARASSMENT:  
THE URGENCY AND NATURE OF  
CHANGE IN THE ERA OF #METOO**



*“In 2006, Tarana Burke founded the **me too.** movement to help survivors of sexual violence, particularly young women of color from low wealth communities, find pathways to healing. Using the idea of “empowerment through empathy,” the **me too** movement was ultimately created to ensure survivors know they’re not alone in their journey.*

*The **me too** movement has built a community of survivors from all walks of life. By bringing vital conversations about sexual violence into the mainstream, we’re helping to de-stigmatize survivors by highlighting the breadth and impact sexual violence has on thousands of women, and we’re helping those who need it to find entry points to healing. Ultimately, with survivors at the forefront of this movement, we’re aiding the fight to end sexual violence. We want to uplift radical community healing as a social justice issue and are committed to disrupting all systems that allow sexual violence to flourish.”<sup>1</sup>*

*“(…) On June 2015, in the Plaza del Congreso in Buenos Aires and in hundreds of squares throughout Argentina, a multitude of voices, identities and flags showed that **Ni Una Menos** is not the end of anything but the beginning of a new path (...) The call was born of a group of journalists, activists, artists, but it grew when society took it over and turned it into a collective campaign. **Ni Una Menos** was joined by thousands of people, hundreds of organizations throughout the country, schools, militants of all political parties.”<sup>2</sup>*

In October 2017 Alyssa Milano, a North American actor tweeted about her sexual harassment experience. The tweet went viral and thousands of women joined. The actor was joined by Hollywood celebrities and they gave unprecedented visibility to the **me too** movement. Milano’s tweet has 24,063 retweets and 54,454 likes.<sup>3</sup>

In November 2017 Time Magazine published a letter from 700,000 farm workers<sup>4</sup> connecting to and supporting the Hollywood women. In January 2018, more than 300 women in Hollywood formed an anti-harassment coalition called **Time’s Up**.<sup>5</sup>

© 2018 UN Women. All rights reserved.

Produced, authored and edited by the Office of the Executive Coordinator and Spokesperson on Addressing Sexual Harassment and Discrimination at UN Women: Purna Sen, Eunice Borges, Estefania Guallar and Jade Cochran.

Design: Dammsavage Inc.

# TOWARDS AN END TO SEXUAL HARASSMENT: THE URGENCY AND NATURE OF CHANGE IN THE ERA OF #METOO



**UN WOMEN**

New York, November 2018



# ACKNOWLEDGEMENTS

---

The work against sexual harassment at UN Women has progressed and been strengthened under the leadership of the Executive Director, Phumzile Mlambo-Ngcuka.

This publication is the work of several teams and colleagues at and beyond UN Women.

It was produced, authored and edited by the Office of the Executive Coordinator and Spokesperson on Addressing Sexual Harassment and Discrimination at UN Women.

The team can be reached at [end.sexualharassment@unwomen.org](mailto:end.sexualharassment@unwomen.org)

Contributors who hold briefs that relate to ending violence against women include the Ending Violence Against Women, Safe Cities, Campus Violence, Women's Political Participation and Women Peace and Security teams, as well as the Trust Fund to Eliminate Violence Against Women.

Contributors who hold an advocacy and watching brief on the work of UN Women and the UN more broadly are the UN Women Youth Council and the UN Feminist Network.

Professor Catharine MacKinnon is engaged as an advisor on this work, produced the core elements and reviewed this publication.

Finally, inspiration for all efforts to end violence comes from the victims, survivors and women's rights advocates who clamour for change.

From Addressing Sexual Harassment and Discrimination at UN Women team, thank you to:

Aldijana Sisic

Alethia Jimenez

Andrea Sunah Espinoza Kim

Bradley Orchard

Carlotta Aiello

Charlotte Hemmestad Ludt

Dania Al Rashed Al Humaid

Dina Deligiogis

Gabriella Borovsky

Giorgina Piperone

Julie Ballington

Kalliopi Mingeirou

Laura Capobianco

Laura Turquet

Lizzette Soria Sotelo

Vesna Jaric

# TABLE OF CONTENTS

---

ACKNOWLEDGEMENTS	IV
------------------	----

---

TABLE OF CONTENTS	1
-------------------	---

---

EXECUTIVE SUMMARY	2
-------------------	---

---

LIST OF ACRONYMS	4
------------------	---

---

INTRODUCTION: “UPRISING OF THE FORMERLY DISREGARDED”	5
------------------------------------------------------	---

---

CORE ELEMENTS OF POLICY AND PRACTICE	7
--------------------------------------	---

---

Core Elements of Effective Sexual Harassment Policy & Procedure Policy	8
A] Policy	8
B] Procedure	8
C] Culture	9

---

POWER AND INEQUALITY	10
----------------------	----

---

Illustrative Data on Sexual Harassment (SH)	11
Sexual harassment as violence and discrimination	13
State level initiatives	14

---

ADDRESSING SEXUAL HARASSMENT AT WORK	16
--------------------------------------	----

---

SEXUAL HARASSMENT (SH) AND SEXUAL EXPLOITATION AND ABUSE (SEA) IN THE UN	17
--------------------------------------------------------------------------	----

---

Secretary-General’s Chief Executives Board (CEB) Task Force on Sexual Harassment	17
----------------------------------------------------------------------------------	----

---

Group of Friends to Eliminate Sexual Harassment	18
-------------------------------------------------	----

---

UN WOMEN WORK TO ADDRESS SEXUAL VIOLENCE	19
------------------------------------------	----

---

Preventing violence against women and girls	19
---------------------------------------------	----

---

Violence against women in politics	20
------------------------------------	----

---

Safe Cities and Safe Public Spaces	21
------------------------------------	----

---

UN Trust Fund to End Violence against Women	22
---------------------------------------------	----

---

Addressing Sexual Exploitation and Abuse (SEA)	22
------------------------------------------------	----

---

Addressing violence against women in university campuses	24
----------------------------------------------------------	----

---

WHAT WOULD IT TAKE TO GET CLOSER TO ELIMINATION?	26
--------------------------------------------------	----

---

UN Women Youth Council	26
------------------------	----

---

UN Feminist Network	27
---------------------	----

---

THE TIME IS NOW	29
-----------------	----

---

Addressing sexual harassment – some pointers	29
----------------------------------------------	----

---

The urgency of action	30
-----------------------	----

---

NEWS HEADLINES	31
----------------	----

---

ENDNOTES, LINKS, REFERENCES AND RESOURCES	32
-------------------------------------------	----

# EXECUTIVE SUMMARY

---

The greatest global challenge seen to sexual violence is in full flow.

From every region, women have grasped the power of social media to expose their pain and harm, including through use of the hashtags #MeToo, #NiUnaMenos, #BalanceTonPorc, #PrimeiroAssedio, #Babaeko and #WithYou<sup>6</sup>.

Sexual harassment is not complementary, humorous or unavoidable; victims have demanded that it be understood as a form of violence and abuse of power. Power's gifting of protection to the privileged has been profoundly challenged through victims serving notice on abusers, saying Time's Up. Some committed journalists have listened and treated with seriousness victims' stories; policy, practice and legal changes need to follow.

The United Nations Entity for Gender Equality and the Empowerment of Women - UN Women, with a mandate to promote gender equality and the rights of women as well as our history of working to end violence against women, stand with victims and fully endorse their calls for a new world order. We recognise that men, women and children can be, and have been, victims of sexual harassment.

This UN Women publication seeks to contribute to shaping business as unusual. It is part of UN Women's knowledge offer towards realising Sustainable Development Goals - SDG 5, 11 and 16. It recognises the framing provided by the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) to end discrimination against women. It draws on work underway and provides guidance from the leading authority on sexual harassment, Professor Catharine MacKinnon<sup>7</sup>.

This publication is not a comprehensive document on sexual harassment; more publications will follow. It is intended to support policy makers, employers and activists by sharing UN Women's varied work on this topic and it offers new guidance on policy and practice on sexual harassment. It does so within the context of international commitments and standards against violence, discrimination against women and on human rights. The voices of some critical groups are also given space here - the UN Feminist Network and the UN Women Youth Council. Both include in their orbit victims and survivors of abuse; their advice and expectations are taken seriously.

Urgent and thoughtful work is needed to build a new normal. This requires:

1. Understanding sexual harassment as a matter of sex and gender inequalities of power that intersect with other dimensions of inequality including race and ethnicity, age, disability and sexual orientation; it is a violation of human rights;
2. Recognition that sexual harassment has much in common with other sexual abuse, whether it happens in conflict, the home, the street or elsewhere;
3. Placing the concept of unwelcomeness at the core and acknowledging that the victim is the source of this determination;
4. The crafting of a culture of intolerance of sexual harassment, with unequivocal leadership that repeatedly and proudly speaks as well as acts against abuse and for victims;
5. Prompt, appropriate, and publicly disseminated sanctions against perpetrators, regardless of their status or seniority;
6. Recognize that those who report sexual harassment in fact help authorities (college, work, transport etc.) to deliver their obligations on equality and safety; refuse to pre-judge them as untrustworthy or malicious;

7. Enact policy and practices, including training and campaigns, that understand the cultural construction of inequalities and the need for persistent and repeated efforts to undo and reshape these;
8. Implement multiple and publicized avenues for reporting, so that victims have options from which to select what works best for them;
9. Provide support for bystander engagement in incidents, including but not only the enabling of immediate safety;
10. Acknowledging that sexual harassment runs the range from looks to rape, recognize the harm and trauma it can bring and structure all interventions to support healing and change. A victim focus requires setting out their rights.

These are UN Women's ten essentials of addressing sexual harassment. This publication offers policy makers a framing for the revision or promulgation of sexual harassment policies. It identifies practices that have promise in addressing sexual harassment and eroding its tolerance – such as specific laws against sexual harassment.

In all work, UN Women honours the victims and survivors across the world who have forsaken their imposed acquiescence to abuse and served notice, saying Time's Up.

# LIST OF ACRONYMS

<b>2030 AGENDA</b>	2030 Agenda for Sustainable Development	<b>MINUSTAH</b>	United Nations Stabilization Mission in Haiti
<b>APDEL</b>	Association pour la Promotion du Development Local	<b>NGOS</b>	non-governmental organizations
<b>CEB</b>	Secretary-General's Chief Executives Board	<b>OIOS</b>	Office of Internal Oversight Services
<b>CEB TASK FORCE</b>	Secretary-General's Chief Executives Board Task Force on Addressing Sexual Harassment	<b>OHCHR</b>	Office of the United Nations High Commissioner for Human Rights
<b>CEDAW</b>	Convention on the Elimination of all Forms of Discrimination Against Women	<b>SDG</b>	Sustainable Development Goals
<b>CEDAW GR</b>	CEDAW General Recommendation	<b>SEA</b>	Sexual exploitation and abuse
<b>CRSV</b>	Conflict Related Sexual Violence	<b>SGBV</b>	Sexual and Gender-Based Violence
<b>CSW</b>	Commission on the Status of Women	<b>SH</b>	Sexual Harassment
<b>EVAW</b>	Ending violence against women	<b>SHA</b>	Sexual harassment and assault
<b>HIV/AIDS</b>	Human immunodeficiency virus / acquired immunodeficiency syndrome	<b>UN</b>	United Nations
<b>HLCM</b>	High-Level Committee on Management	<b>UN WOMEN</b>	United Nations Entity for Gender Equality and the Empowerment of Women
<b>ILO</b>	International Labour Organization	<b>UNDP</b>	United Nations Development Programme
		<b>UNESCO</b>	United Nations Educational, Scientific and Cultural Organization
		<b>UNFN</b>	UN Feminist Network
		<b>UNFPA</b>	United Nations Population Fund
		<b>UNGA</b>	United Nations General Assembly

预览已结束，完整报告链接和二维码如下：

[https://www.yunbaogao.cn/report/index?reportId=5\\_21971](https://www.yunbaogao.cn/report/index?reportId=5_21971)

