



## SEXUAL HARRASSMENT POLICY, 2016

SEXPO is committed to providing an event that is free from sexual harassment. Sexual harassment at SEXPO is against the law, just like in any other environment, and will not be tolerated. When SEXPO determines that an allegation of sexual harassment is credible, it will take prompt and appropriate corrective action. This may include eviction from the event, or the contacting of authorities to further pursue the matter.

### What Is Sexual Harassment?

Unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- 1) A reaction affecting that individual is made because the individual submitted to or rejected the unwelcome conduct; or
- 2) The unwelcome conduct unreasonably interferes with an individual's enjoyment or creates an intimidating, hostile, or abusive environment.

Certain behaviours, such as conditioning promotions or awards upon acceptance of unwelcome actions of a sexual nature, are always wrong.

Unwelcome actions such as the following are inappropriate and, depending on the circumstances, may in and of themselves meet the definition of sexual harassment or contribute to a hostile environment:

- Sexual pranks, or repeated sexual teasing, jokes, or innuendo, in person
- Verbal abuse of a sexual nature;
- Touching or grabbing of a sexual nature;
- Repeatedly standing too close to or brushing up against a person;
- Repeatedly asking a person to socialize when the person has said no or has indicated he or she is not interested
- Giving gifts or leaving objects that are sexually suggestive;
- Repeatedly making sexually suggestive gestures;
- Making or posting sexually demeaning or offensive pictures, cartoons or other materials of the subject
- Unwelcome conduct of a sexual nature that affects the environment

A victim of sexual harassment can be a man or a woman. The victim can be of the same sex as the harasser. The harasser can be a visitor, patron, SEXPO staff member, employee, performer, exhibitor, or other persons associated with the event.

If you are the victim of sexual harassment while attending SEXPO, we urge you to report it immediately to the nearest event official.