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## WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the  
UN Global Compact Office



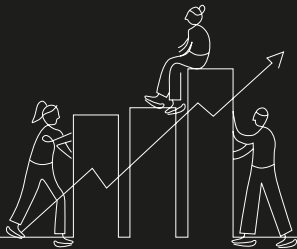
# TACKLING SEXUAL HARASSMENT IN THE WORLD OF WORK

- 1. CREATE A GENDER-RESPONSIVE CULTURE**  
Corporate culture that fosters gender equality, diversity and inclusion help prevent and respond to sexual harassment and underlying harmful gender stereotypes.
- 2. ENSURE A GENDER-BALANCED COMPANY**  
Workplaces with higher numbers of women and representatives of minority groups in management report lower levels of sexual harassment.
- 3. DESIGN AND IMPLEMENT A CLEAR POLICY AND PROCEDURE**  
Consult workers' representatives for diverse inputs in the sexual harassment policy and procedure design process and ensure that all employees fully understand them.
- 4. TREAT VICTIMS AND SURVIVORS WITH RESPECT**  
Victims and survivors should be treated with the utmost respect and be reassured of full confidentiality and that the organization will investigate and prevent retaliation.
- 5. SUPPORT CONFIDENTIAL REPORTING**  
Pathways to report an incident should be clear, accessible and comprehensible for all. Options for reporting should be made available through clearly defined formal and informal processes.
- 6. COLLECT DATA DISAGGREGATED BY SEX**  
Robust monitoring and evaluation, with build-in data collection, will be required for efficient implementation. Data should be disaggregated by sex, age, disability, nationality and other relevant categories for both survivors and perpetrators.
- 7. ENSURE NON-DISCLOSURE AND ACCOUNTABILITY**  
Non-disclosure agreements should not be permitted in cases of repeated or violent behaviour, and perpetrators should be held responsible for their actions and not simply reassigned.



# Equality Means Business

Sign the Women's Empowerment Principles  
**and say #WeCommit** to advancing gender  
equality in the workplace, marketplace and  
community. Make today your signature  
moment at **weps.org**



## WOMEN'S EMPOWERMENT PRINCIPLES

Principle 1



Establish high-level corporate leadership for gender equality.

Principle 2



Treat all women and men fairly at work – respect and support human rights and nondiscrimination.

Principle 3



Ensure the health, safety and well-being of all women and men workers.

Principle 4



Promote education, training and professional development for women.

Principle 5



Implement enterprise development, supply chain and marketing practices that empower women.

Principle 6



Promote equality through community initiatives and advocacy.

Principle 7



Measure and publicly report on progress to achieve gender equality.