TACKLING SEXUAL HARASSMENT IN THE WORLD OF WORK

1. **CREATE A GENDER-RESPONSIVE CULTURE**
   Corporate culture that foster 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](http://weps.org).

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| 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. |

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