



Speak up: Tell bob



If you have encountered any form of sexual misconduct, harassment or have felt unsafe or uncomfortable in any situation, use this email to report it:

bob@twggs.kent.sch.uk

We will support you **sensitively** and **anonymously**, in whichever way you choose to approach the issue. The email will go straight to the Head of Pastoral (Mrs Marchant) and will be dealt with quickly and appropriately. We want you to feel comfortable and able to report anything of any nature, even if you think it is only small. We have all got to stick together on this.

For reference:

4 Types of Sexual Harassment

Verbal/ Written

Remarks of a sexual nature about a person's clothing, personal behavior, or body. Sexually explicit statements, questions, jokes, or anecdotes. Requesting sexual favors or dates. Spreading rumors about a person's personal or sexual life. Coercion of sexual activity by threat of punishment. Excessive and unwelcomed flirting.

Physical

Impeding or blocking a person's physical movement. Inappropriate and unwanted touching of a person and/or their clothing. Other inappropriate touching including kissing, hugging, patting, stroking, or rubbing. Playing music with offensive or degrading language. Purposefully brushing up against another person.

Non-Verbal

Looking a person's body up and down. Making derogatory gestures or facial expressions of a sexual nature. Frequently following or standing too close to a person on purpose. Whistling or staring in a sexually suggestive or offensive manner.

Visual

Displaying sexually suggestive objects, pictures, cartoons, posters, calendars, or computer screens. Showing other people sexually suggestive text messages or emails. Sharing sexually inappropriate images or videos, such as pornography, with co-workers.

The law defines sexual harassment as unwelcome verbal, visual, non-verbal or physical conduct of a sexual nature or based on someone's sex that is severe or pervasive and affects working conditions or creates a hostile work environment.