



SEXUAL HARASSMENT

is a discriminatory assertion of power and is not tolerated by the University of Malta (UM).

It is unethical and unprofessional.

Sexual conduct is **any unwelcome act** such as, but not limited to:

- › Physical contact (touching, hugging, kissing)
 - › Leering
 - › Suggestive comments or jokes
 - › Persistent invitations to go on a date
 - › Requests for sexual interaction
 - › Intrusive questions about one's private life or body
 - › Unnecessary familiarity
 - › Insults based on one's gender identity & sexual orientation
 - › Sexually explicit or offensive communication
 - › Sharing of sexual images
 - › Physical molestation
 - › Sexual assault
 - › Indecent exposure & pornographic communication
- Sexual harassment may exist in one or a series of incidents**

WHAT IS SEXUAL HARASSMENT?

- › Verbal
- › Non-verbal
- › Physical

LEGAL IMPLICATIONS

Unwelcome sexual conduct is unlawful under the Equality for Men and Women Act (Chapter 456, Laws of Malta) and under the Employment and Industrial Relations Act (Chapter 452, Laws of Malta).

REPORTING CONFIDENTIAL

If you think you are a victim of sexual harassment. Report today!

Report any unwanted behaviour: ✉ sexualharassmentcomplaint@um.edu.mt

Complainant is encouraged to directly request the alleged harasser to stop the offensive behaviour.

Possible Procedures to follow after initial complaint consultation procedure:

- | | |
|--------------------------------|---|
| 1 Informal Procedure | 2 Formal Procedure |
| 3 Alternative Reporting | 4 Decision to take no further action |

This policy applies to all persons who work or study at UM and Junior College (JC) staff and students. It also applies to all persons who are present on any UM premises or otherwise collaborating with UM staff or students in any way.

HERE TO SUPPORT YOU

- UM Health & Wellness Centre ☎ +356 2340 3988 ✉ health-wellness@um.edu.mt
- UM Security ☎ +356 2340 2803 / +356 9990 8888
- National Emergency Support Line ☎ 179
- Emergency (Police, Ambulance, Fire) ☎ 112
- Online 24/7 support ⚡ kellimni.com

This is a guide; please ensure you read the Policy and Procedure in full:



➔ um.edu.mt/1/sfGS9