



VERSIO 24-5-2022

## **Prevention of sexual harassment at the camp**

1. Go through the **Principles of safer space and the instructions for good manners at the camp** within your fire brigade

### **2. Provide information on sexual harassment to young fire fighters**

Sexual harassment is an unwanted behavior which violates someone's sexual self-determination or bodily integrity.

Harassers or victims may be of any sex or gender.

It can be:

- sexually suggestive gestures or expressions
- indecent talk, puns and comments or questions referring to body parts, clothing or intimate integrity
- physical contact
- suggestions of or demands for sexual intercourse or other kinds of sexual activity
- rape or attempted rape

### **3. What can result from a sexual harassment?**

#### **Harasser**

- Disciplinary actions by the camp.
- If a crime is suspected, it is the police's job to investigate and question the suspect.

#### **Target of harassment**

- Fear, humiliation, anxiety, guilt, shame, self-blame
- Difficulty in trusting other people, feeling of being left outside
- Difficulties and fear of taking part in exercises

### **4. Strengthen the ways young firefighters can intervene and address sexual harassment**



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Option 1: Confront the harasser and tell an adult

- "That's not okay"
- "Do you realize that what you do/say is really offensive?"
- "No one is allowed to talk like that."

Option 2: Interrupt the situation, help the target of harassment to leave the situation and tell an adult

Option 3: Tell a Safe Adult or other trusted adult

- Encourage young fire fighters to tell if they witness or experience sexual harassment and tell whom they can tell about it.

**What can you do if you are experiencing sexual harassment yourself?**

- You have the full right to leave the situation without saying a word, you don't need anyone's permission for that.
- Tell the harasser to stop, tell that the harasser's behavior is offensive and unpleasant.
- Don't blame yourself for the harassment, even if you can't defend yourself.
- Tell a trusted adult and demand that the incident will be addressed.