



University of
Nottingham

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EDI Dialogue: Prevention Against Sexual Harassment

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- **Recent examples**
- **What is sexual misconduct/ harassment?**
- **Laws and regulations**
- **Importance of consent**
- **Power relationship**
- **Support and reporting**





Why is this important? HE sector



Chen Xiaowu, a very prestigious scholar in China and a senior professor in Beihang University in Beijing, was accused with sexual harassment by his former student, Luo Xixi on Jan. 2018. The accusation was confirmed later.



Recent examples

- **Make-up wipes and pulled over victim-blaming claims**
<https://www.bbc.com/news/world-asia-china-55628587>
- **The angry pop song calling out China's domestic violence**
<https://www.bbc.com/news/world-asia-china-55312878>
- **China #me-too: Court to hear landmark case of intern versus TV star**
<https://www.bbc.com/news/world-asia-china-55140026>





What constitute of sexual misconduct?

The University defines sexual misconduct as:

- Engaging or attempting to engage in sexual intercourse or a sexual act where consent is not or cannot be given
- Sharing another person's private sexual materials without their consent
- Kissing/inappropriately touching without consent
- Inappropriately showing sexual organs to another person
- Making unwanted remarks, sounds or gestures of a sexual nature



Measures for the Implementation of the Law on Protection of Women's Rights and Interests (2007)

Article 33. Sexual harassment of women in the form of physical contact, spoken and written language, pictures, digital information and other forms is prohibited.



Law on the Protection of Women's Rights and Interests (2005)

Article 40. Sexual harassment of women is prohibited. Women victims can make a complaint with the employer and relevant authorities

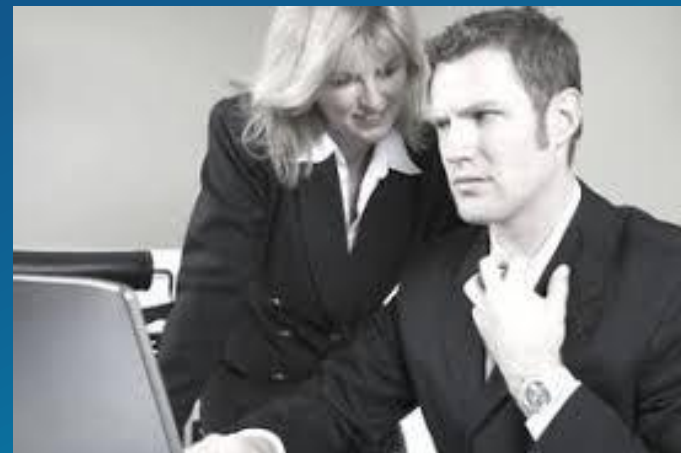
Special Rules on the Labor Protection of Female Employees(2012)

Article 11. Employers shall prevent and prohibit the sexual harassment of female employees in their work places.

Males are protected too.



Are these sexual harassment examples?



Examples and positioning

Verbal

- Sexual jokes or insults between friends
- Enquiring or asking about sexual experiences
- Intentionally dissemination of hearsay with sexual nature
- Catcalls, whistle, 'Honey', 'Love'



Non Verbal

- Gestures and staring
- Intentionally touching/ brushing on face/ breasts, thighs, hips, and other private parts
- Giving sexually suggestive gifts
- Putting lewd pictures or ad in workplace to embarrass others





Are these sexual harassment examples?

- Continue to ask you for dates/ drinks/ dinner
- Touch or stare at you in a way you feel uncomfortable
- Make unwanted attempts to establish a romantic sexual relationship
- Make you feel threatened with some sort of retaliation for being not sexually cooperative (for example, mentioned PDRP)
- Make attempted to stroke, fondle or kiss you
- Make you feel like you are being bribed with some sort of reward or special treatment to engage in sexual behavior
- Treat you badly for refusing any advances

Importance of CONSENT



- sexual intercourse or engaging in a sexual act without consent;
- attempting to engage in sexual intercourse or engaging in a sexual act without consent;
- sharing private sexual materials of another person without consent (for example: images, video, voice recordings, text message, letters, emails, etc);
- kissing without consent;
- touching inappropriately without consent;
- inappropriately showing sexual organs to another person;
- making unwanted remarks of a sexual nature.

Consent Is:

- Informed
- Freely-given
- Coherent
- Ongoing
- Sober
- Enthusiastic
- Clear
- Specific
- Essential
- Comfortable
- Active
- Reversible/Changeable
- Based on equal power
- Breaking away from gender "rules." Any partner might want to take it slow. And, it's not one partner's job to initiate the action all the time.



Consent Is NOT:

- Flirting
- Silence
- Dressing sexy
- The absence of "no"
- Being in a relationship
- Accepting a ride or a drink, etc.
- If you have to convince them
- Having had sex with the individual before
- Saying yes (or saying nothing) while under the influence of drugs or alcohol.
- Saying yes or giving in to something because you feel too pressured or too afraid to say no.
- Consent is not a free pass. Saying yes to one act doesn't mean you have to consent to other acts. Each requires its own consent.





Situations- power relationship in UNNC

- Line managers
- Customers and suppliers
- Staff and students (vice versa)
- Consent
- Staff-student relationship policy





Action and Reporting- Stigma?

- It is not your fault
- Say 'no' clearly and firmly, don't just ignore
- Be reasonable about how others will act (stigma, not supportive)
- Document every incident in detail and keep all evidences (WeChat, pictures, messages, witnesses)





Action and Reporting- Stigma?



- Document your job performance and avoid violation of law and regulations
- Report- internal, social organization, police, law suit (accused and accuser- penalties)
- Give yourself credit and get support



Support

- Line managers and colleagues
- Wellbeing Service (Counselling)
- University Clinic
- Reporting:
EDCSH@nottingham.edu.cn





UNNC has.....





Thank you and any questions?