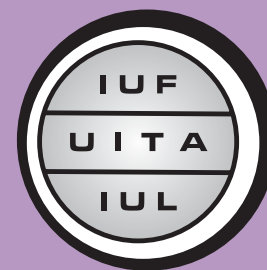




INTERNATIONAL UNION OF FOOD,
AGRICULTURAL, HOTEL,
RESTAURANT, CATERING, TOBACCO
AND ALLIED WORKERS'
ASSOCIATIONS



IUF Policy on Sexual Harassment



”Sexual harassment by its nature essentially affects women. It is a type of violence against women and arises from power relations rather than sexual interest. This form of humiliation does not occur among equals, and in the long term, therefore, equality at the workplace will eliminate this problem. For the present, however, other measures need to be adopted to prevent such practices.”

Equality Memorandum for IUF Affiliates, adopted by the IUF Executive Committee, April 1987

The IUF and its affiliates have long been fighting against sexual harassment, as it is one of the most offensive expressions of gender inequality at work and in society and a serious health and safety risk.

Sexual harassment has been raised as a major workplace issue in all regions and the 24th IUF Congress therefore endorsed a resolution to reinforce membership education and policy development to combat this humiliating and discriminatory practice.

Trade unionists should be aware of their special responsibility to respect the dignity of others. Preventing and challenging sexual harassment where it occurs is union business. The IUF is committed to creating and maintaining a working environment based on dignity and mutual respect. In all organisations there should always be vigilance to ensure that all participants feel they are able to function in an atmosphere in which they feel comfortable and safe. This shall apply to all IUF meetings, congresses, activities and social gatherings wherever they may take place around the world.

The IUF calls on all persons involved in meetings and activities to:

- Treat everybody with respect and dignity
- Ensure that your own behaviour does not cause offence or give rise to misunderstandings

A brief and general definition of sexual harassment is:

- any unwanted or unwelcome conduct of sexual nature which causes discomfort, embarrassment, or a feeling of insecurity or fear

SEXUAL HARASSMENT OF PARTICIPANTS OR STAFF WILL NOT BE TOLERATED IN ANY IUF ACTIVITY.