I am experiencing sexist or sexual harassment, what should I do?

You can get help

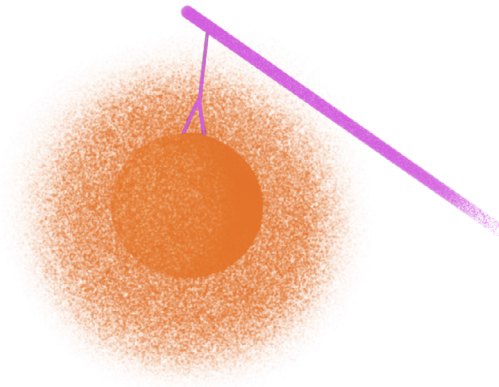
Is a person or group of people making derogatory comments about you or making inappropriate gestures in your presence, with a sexual or sexist undertone?

It is not your fault. No action, context, behaviour or aspect of your identity justifies harassment.

Harassment, whether at work, on the street or elsewhere, is a form of violence and is punishable by law.

You are not alone.

NOTHING justifies harassment.



Talk to someone

Depending on where harassment occurs

- **Street harassment** is punishable by law, provided the perpetrator is caught in the act. If you spot the police nearby and your situation allows it, do not hesitate to report it to them.
- For **harassment at events**:
    - At the time it happens: contact the organisers, security staff or the prevention team.
    - After the incident: contact the Institute for Equality between Women and Men (if the harassment is based on gender) or Unia (if the harassment is based on sexual orientation) to file a report, obtain legal advice and free support.
- When it comes to **workplace harassment**, you have several options depending on your relationship with the harasser. Here are the different options; you can choose the one that best suits your situation:

- Contact your company's designated support person: this is a good first step, but the designated support person may not be trained to deal with the specific nature of your situation (gender, disability, racism, sexual orientation, etc.).
- Inform your employer, who has a duty to protect you (provided that the employer is not directly contributing to the sexist environment that is conducive to the harassment you are experiencing).
- Contact the internal or external organisation responsible for preventing psychosocial risks at work (Mensura, Securex, Liantis, etc.) and/or your trade union (FTGB, CSC, CGSLB, etc.).
- Contact the Institute for the Equality of Women and Men (IEFH) to report the violence and receive direct protection. If the harassment relates more specifically to sexual orientation or gender identity, contact Unia.
- File a complaint with the police.

Relevant services

- **Unia for harassment based on sexual orientation** Freephone number 0800 12 800 (from Belgium)
  Monday to Friday, 9.30 am to 1.00 pm
  Reporting form: https://www.melding.unia.be/en/report-it
- **The Institute for the Equality of Women and Men (IEFH) for harassment based on gender**
  Freephone number 0800 12 800
  Reporting form: https://digital.belgium.be/iaf/hil/igvm/complaint/
- **Police:** go to one of the police's EVA (Emergency Victim Assistance) units in the Brussels-Capital Region (contact details on the services map at https://stop-violence.brussels/)

Your safety is our priority. In the event of imminent danger or an emergency, call 112. This free European number is available 24/7 for immediate medical, police or fire-fighting assistance, even without lodging a complaint.