



Spotlight Initiative
To eliminate violence against women and girls



TEN THINGS TO KNOW ABOUT THE SEXUAL HARASSMENT ACT



TEN THINGS TO KNOW ABOUT THE SEXUAL HARASSMENT ACT (SHA)

1. The Sexual Harassment Act (SHA) defines sexual harassment as the making of any unwelcome sexual advance which the victim-survivor finds offensive or humiliating; or which interferes with their work performance or creates an intimidating, offensive or hostile environment.
2. The Act applies to persons in institutional settings inclusive of workplaces, schools, hospitals, places of safety and prisons. It also applies to landlord-tenant relationships.
3. The SHA puts a duty on every employer and person in charge of an institution to ensure that all reasonable steps are employed to keep their environments free of sexual harassment.
4. Complaints may be submitted up to 6 years after date of the incident, beginning from the date of the last incident if the harassment was a series of acts.
5. Persons should be guided by the publication of a policy statement by the employer/head of their institution which includes among other things:
 - A definition of sexual harassment;
 - A procedure for addressing sexual harassment claims;
 - Measures to ensure confidentiality; and
 - A statement of persons' rights to seek redress from the Sexual Harassment Tribunal.
6. Once a person has been sexually harassed at the institution, they may submit a claim in writing to the employer/ head of the institution as the first stage of the reporting process. Complaints that are not satisfactorily resolved at the level of the institution may be then brought to the Tribunal.
7. The Sexual Harassment Tribunal is composed of 14 members including 4 attorneys, 4 mediators and 6 others appointed by the Minister responsible for Gender Affairs.
 - At least half of the members must be women.
 - Before a person proceeds to the Tribunal, all internal mechanisms and procedures should be exhausted.
8. After holding an enquiry, the Tribunal may:
 - Dismiss the complaint;
 - Direct that redress be made to the complainant for loss or damage suffered;
 - Direct that the respondent should employ/ re-employ the complainant;
 - Direct that the respondent pays damages to the complainant;
 - Employer should take such action within a reasonable time as the Tribunal directs and report to the Tribunal .
9. Making of false complaints is also considered an infraction, attracting a penalty of up to \$1,000,000 or 3 months imprisonment.
10. Failure to comply with a court awarded penalty may attract another fine of maximum \$1,000,000 or 3 months imprisonment.

OVERVIEW OF THE SPOTLIGHT INITIATIVE

The global Spotlight Initiative to eliminate violence against women and girls is a United Nations initiative in partnership with the European Union and other partners.

We are the world's largest targeted effort to end all forms of violence against women and girls.

Launched with a seed funding commitment of €500 million from the European Union, we represent an unprecedented global effort to invest in gender equality as a precondition and driver for the achievement of the Sustainable Development Goals.

The Spotlight Initiative is responding to all forms of violence against women and girls, with a particular focus on domestic and family violence, sexual and gender-based violence and harmful practices, femicide, trafficking in human beings and sexual and economic (labour) exploitation.

The Spotlight Initiative in Jamaica is national in scope and targeted intervention focuses on the following four parishes: The Kingston Metropolitan Area (Kingston and St. Andrew), St. Thomas, Clarendon, and Westmoreland. It addresses three key priority areas within the overall focus on Family Violence against women and girls: 1) Child Sexual Abuse, 2) Intimate Partner Violence and 3) Discrimination against vulnerable groups. The approach is guided by the core principle of the 2030 Agenda for Sustainable Development – Leaving No One Behind and underpinned by an intersectional approach that will ensure interventions address key social factors such as socio-economic status, age, sexual orientation, health, educational and disabilities status when responding to family violence in Jamaica.

As a demonstration fund for action on the Sustainable Development Goals, we are demonstrating that a significant, concerted and comprehensive investment in gender equality and ending violence can make a transformative difference in the lives of women and girls.





**For more information on Sexual
Harassment, contact
the Bureau of Gender Affairs**

**TELEPHONE NUMBER:
(876) 754-8576.**

Look out for more updates on social media:

Instagram: [igds_rco](#)

Facebook: [IGDS.UWI](#)

Twitter: [@IGDS_RCU](#)

LinkedIn: [IGDS Regional Coordinating Office](#)



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