

NOT IN OUR SCHOOL
Campaign against sexual harassment
Ombudsman for Equality, Finland

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School Health Promotion Study 2013

- SHP study monitors the health and well-being of Finnish 14–20-year-old adolescents (Approx. 200 000 respondents)
- Has experienced sexual harassment sometimes or repeatedly
 - 61 % of Girls (8th and 9th graders from comprehensive school)
 - 46 % of Boys (8th and 9th graders)
- Felt that school did not intervene on bullying:
 - 72 % of Girls (8th and 9th graders from comprehensive school)
 - 65 % of Boys (8th and 9th graders)
- 70 % of LGBT youth has experienced bullying or harassment (Alanko, Katarina [2013] [Hur mår HBTIQ-unga i Finland?](#))
 - most often at school

Mandate: Gender Equality

- The Ombudsman for Equality monitors the observance of Act on Equality between Women and Men
- Interpretation of law: *The Ombudsman for Equality supervises the protection of trans people against discrimination and promotes their equality.*
- Independent authority
- Discrimination cases: Advices and counselling
- Promoting Gender Equality

Act on Equality between Women and Men (609/1986)

- Duty of authorities to promote gender equality (Section 4)
 - In all their activities, authorities must promote equality between women and men purposefully and systematically,
 - In particular, circumstances which prevent the attainment of gender equality must be changed
- Educational institutions must prepare a gender equality plan annually (Section 6 b)
 - Special attention must be given to to measures to ensure the prevention and elimination of sexual harassment and gender-based harassment.
- Sexual or gender based harassment constitutes discrimination under Equality Act (Section 7)

Sexual/Gender-based harassment (Equality Act, section 7)

- Sexual harassment, gender-based harassment and any order or instruction to engage in discrimination based on gender shall be deemed to constitute discrimination under this Act.
- *Sexual harassment:*
 - verbal, nonverbal or physical unwanted conduct of a sexual nature by which a person's psychological or physical integrity is violated intentionally or factually in particular by creating an intimidating, hostile, degrading, humiliating or offensive atmosphere.
- *Gender-based harassment:*
 - unwanted conduct related to the gender of a person that is not of a sexual nature, by which the person's psychological or physical integrity is intentionally or factually violated and by which an intimidating, hostile, degrading, humiliating or offensive atmosphere is created.

The Bill to amend Equality Act (2014)

- Obligation to prepare Gender equality plan extended to comprehensive schools.
 - Tool to monitor and tackle sexual harassment in schools
- Gender minorities must be taken into account in educational institutions' equality planning

Not in our School! Campaign (2014)

Media

- Teaser in movie theaters and in national tv-channels
- Huge advertisement in the city centre of Helsinki (Flirt or harassment?)
- Advertising in social media

Educational material

- short film (2 minutes)
- prezi presentation for structured lesson
- Instruction for teachers (pdf)
- Questionary for pupils, frequency of harassment in your school (pdf)

Typical excuses for not intervening

1. Naming it something else (joking, fooling around...)
2. Neutralising: Boys will be boys...
3. Fading out unwanted nature of harassment
 - Explaining harassment as flirting or showing interest
4. Blaming the victim
 - Anything goes: wrong clothes, too active/passive, provoking...

Harassment is gendered misuse of power

- Harassment takes place often in class room or corridor, in front of "audience"
- Harassment is often continuum
 - small deeds that individually may not seem that severe.
- Victim trying to avoiding harasser as a strategy of coping
 - places, timing, changen appearance, clothes, acting...
- Harassing becomes a rule of the space
 - No space for victim to defend or feel offended

Sexual harassment hurts

- Harassment has consequences for
 - victim
 - harasser
 - school
- Every pupil/student has right for safe school environment
- Staff has obligation to intervene and take harassment seriously

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