



OFFICE OF THE EQUAL  
OPPORTUNITIES OMBUDSPERSON

# Office of the Equal Opportunities Ombudsperson

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# Law on Equal Opportunities for Women and Men



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**Sexual harassment** - any form of unwanted and insulting verbal, written or physical conduct of a sexual nature with a person, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, humiliating or offensive environment.

**The employer must take measures to prevent sexual harassment of the employee's and people seeking employment**

# The case

- An **actress** and the **director** of the theater
- The actor had to play the main role in the performance premiere
- **Discriminatory conduct:**
- The director of the performance a few times asked the actress to sleep together – “as a gratitude for his efforts to help a young actress, for her promotion at work”;
- Forcing to have a sexual relationship and threatening, asking to obey his desires;
- Physical contact against the will of the actress: kissing, touching the body physically, brutally put his tongue in the mouth of a woman, physical abuse.



# Evidences



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- 3 audio records
- Testimony of the perpetrator, explaining „good“ intentions of such behavior;
- The explanation of the perpetrator: this conduct was caused by goodwill to help the young actress to get better empathy of the role and to get a deeper perception about sexual desires of a young woman.

Can a victim of discrimination request compensation?



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**Persons who have suffered discrimination have a right to request a compensation for the incurred moral and material damage**

# How to prevent sexual harassment at work?



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- Publicity
- Preventive and educational activity;
- Adoption of rules how to prevent sexual harassment and harassment at the work place;
- To encourage persons to call to the Office and to ask for the advices



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Lygių galimybių kontrolieriaus tarnyba

