

What is harassment?

Generally harassment is unwelcome, unsought and unreturned behaviour by a person or

Situations to look out for

Situations which might give rise to harassment issues for you in the context of your internships are:

You are asked to meet a partner or senior member of the firm at their home or restaurant to work on a file outside working hours;

You are encouraged/instructed to attend drinks after work either at the firm or at a bar, and while there, encouraged to drink excessively;

You are told to carry or purchase things for more senior members of staff when they can do this themselves and there is no reason to choose you to do it;

A senior member of the firm keeps making comments about your appearance, character or friendliness;

A senior member of the firm asks you for sexual intercourse, sexual contact, or other form of sexual activity together with an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment.

NB: These are all examples in which the potential harassment, or abuse, of a senior member of the firm is not a condition of your employment. (e1(er)-4.4 (e6.1