



GET INVOLVED



45 MINUTES



PREPARATION  
NEEDED

# IT'S NOT OK



## IT'S NOT OK



## GETTING INTO THE ACTIVITY

A conversation around sexual harassment, exploring how we can all play a role in sending a clear message that 'It's Not OK'.

Download the 'It's Not OK' activity sheet which has detailed instructions on how to run this activity. Below is a summary of each activity and what to expect.

**What is Sexual Harassment?** Explore the definition of sexual harassment and think about some of the examples - some of which may be less obvious than others.

**0-100:** An activity to look at some of the statistics around sexual harassment. As a group, take a guess at the percentages for each of the statements. Which statistics are most surprising?

**Harassment Pyramid:** Physically create a pyramid out of toilet rolls / cups and place the different examples of sexual harassment onto the pyramid. A powerful look at how the 'trivial' and 'everyday' acts support the more shocking forms of harassment and violence at the top.

**Responding as a Bystander:** Finally, a look at how we can respond to sexual harassment when we see it. Using one of the 5 D's (Distract, delegate, document, delay, direct) we can all play a role in sending a message that sexual harassment is not OK and it won't be tolerated.



## WHAT YOU'LL NEED

- It's Not OK Activity Sheet
- Post-it Notes
- 15 Toilet Rolls / Cups
- Pens



## KEEPING EVERYONE SAFE

Maintain social distancing as required.

The topic of sexual harassment must be approached sensitively and appropriately, considering the feelings and experiences of all those taking part.

# IT'S NOT OK

The 'It's Not OK' activity focuses on harassment, particularly sexual harassment. This is something that is mainly experienced by girls and women (although not exclusively) and is usually carried out by boys and men. If working with a mixed sex group, consider splitting into male and female groups for these activities.

Whilst the term 'sexual harassment' can seem extreme, this can also include 'smaller' and more 'everyday' acts which can be viewed by some as harmless, yet helps to create an environment where girls and women feel harassed and intimidated. Whilst it's true that not all boys and men carry out these acts, it is however the responsibility of everyone to know the signs of harassment and do their best to call it out and disrupt it where they can. The activities below should help you to start the conversation, raise awareness and encourage the group to think about ways they can be part of the solution and not the problem.

## What is Sexual Harassment? (10 mins)

The definition of sexual harassment is unwanted behaviour of a sexual nature that can occur online and offline which:

- violates your dignity
- makes you feel intimidated, degraded or humiliated
- creates a hostile, offensive or sexualised environment

Share this definition with the group and then ask them to think of examples of sexual harassment. Write the examples on post-it notes and place them on a wall. Answers will hopefully include a range of examples, from the extreme to the more commonplace. How many different examples can the group think of? If the group are struggling, then share a couple of examples from the pyramid activity below to get them started.

Once complete, take a look through the examples. Have the group witnessed any of these take place? (i.e. sexist jokes, wolf whistle, cars beeping /shouting at girls on the street etc).

## 0 - 100 Statements (10 mins)

This next activity explores just how commonplace sexual harassment is and the impact it can have on girls and women. Place a piece of paper with 0 at one end of the room and 100 at the other, this will become a percentage line.

Read out the statements below and ask young people to stand along the line, based on what they think the answer is. After everyone has guessed, share the answer and have a quick discussion on if the percentage surprised the group and their reaction to the statistic.

- What percentage of girls have been harassed in public whilst wearing school uniform? **(35%)**
- What percentage of girls have experienced harassment whilst in school or college? **(59%)**
- What percentage of 14-21 year old girls have experienced unwanted sexual attention or harassment in public? **(66%)**
- What percentage of 18-24 year old women have experienced unwanted sexual attention or harassment in public? **(85%)**
- What percentage of girls tell no one about their experience of harassment (at the time)? **(42%)**

## Harassment Pyramid (15 Mins)

Ask the group to create a 'Harassment Pyramid' using the examples of harassment and violence on the cards. Using 15 toilet rolls or paper cups, create a pyramid and then stick the cards onto each toilet roll / cup. The group should place the acts which are viewed by society as trivial and everyday at the bottom and those which are seen as more extreme and severe at the top.

Whilst the activity is about creating the pyramid, this should encourage young people to talk about the different forms of harassment and explore the impact of each one and how it might make girls and women feel. Allow groups time to discuss this and make their decisions. Where you have enough young people, do this activity in small teams. This will allow you to compare the different pyramids and explore the different ratings. If working with a mixed gender group, consider working in male and female teams to help explore different perspectives.

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After the pyramids have been created, discuss why they placed each item where in the pyramid. Where possible, leaders should try to ask questions of the groups such as 'why is 'x' not higher' or 'does 'y' really have that much of an impact'?

All of the examples in the pyramid are things which are usually aimed at girls/women to intimidate, degrade and/or humiliate them. Whilst some are far more extreme than others, all of them have a negative impact and have huge real-life consequences.

Now ask the group why they think they have been asked to create a pyramid shape?

The reason we have created a pyramid is to show that those 'smaller' and 'everyday' acts at the bottom (some of which we may have been guilty of ourselves) directly support and allow the more extreme acts at the top. By society tolerating one type of violence / harassment it can send a message that more serious forms are also accepted and 'OK'.

What happens if we start to knock away at the foundations of the pyramid? What happens if as society we start to send a message that sexist jokes / wolf whistles etc aren't ok? Dramatically kick / knock the bottom layer of the pyramid out. What happens? The whole pyramid should come crumbling down. By creating an environment where the 'trivial' acts aren't accepted, we in turn can all make a big difference in creating a society where girls and women feel safer and where the more extreme acts of harassment and violence are less common. The responsibility is all of ours.

## Take it Further: Responding to Public Sexual Harassment as a Bystander (10 Mins)

Explore how we all can use the '5 D's' to support someone being harassed and show that harassment is not ok. As a group look at each of the 5 D's below and think about how each of the approaches could be used to create a protective and supportive environment for girls and women.

**Distract** - Take an indirect approach to de-escalate the situation (ask for directions, spill coffee etc)

**Delegate** - Get help from someone else (Shop worker, bus driver, teacher etc)

**Document** - Keep a safe distance and film / record what is happening to help later.

**Delay** - Afterwards, check in with the person being harassed to see if they are ok or need any help.

**Direct** - If safe, take direct action and speak up to stop the harassment.

Before leading this activity, check out <https://www.ihollaback.org/bystander-resources> for the full breakdown on each of the 5 D's and how each one can be carried out safely and appropriately. Always encourage young people to consider their own safety before intervening.

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<b>WOLF WHISTLING AT AN ATTRACTIVE GIRL/WOMAN</b>	<b>SLAPPING A GIRL/WOMAN ON THE BUM</b>	<b>SHOUTING 'HEY SWEETHEART' AT A GIRL/WOMAN TO GET HER ATTENTION</b>
<b>SENDING UNASKED FOR EXPLICIT PHOTOS OR MESSAGES TO A GIRL/WOMAN ON INSTAGRAM</b>	<b>STARING AT AN ATTRACTIVE GIRL/WOMAN</b>	<b>DOMESTIC ABUSE</b>
<b>RAPE</b>	<b>DISCUSSING WITH YOUR MATES ABOUT A GIRL/WOMAN'S BODY (I.E. BUM, BREASTS ETC)</b>	<b>SEXIST JOKES</b>
<b>RAPE JOKES</b>	<b>STALKING</b>	<b>OBVIOUSLY LOOKING UP AND DOWN A GIRL/WOMAN'S BODY IN FRONT OF HER</b>
<b>TAKING PHOTOS OF GIRLS / WOMEN YOU SEE IN PUBLIC TO SEND TO YOUR MATES</b>	<b>ASKING A GIRL / WOMAN ON A DATE REPEATEDLY, EACH TIME BEING TOLD NO</b>	<b>WINKING AT A RANDOM GIRL / WOMAN THAT YOU FIND ATTRACTIVE</b>