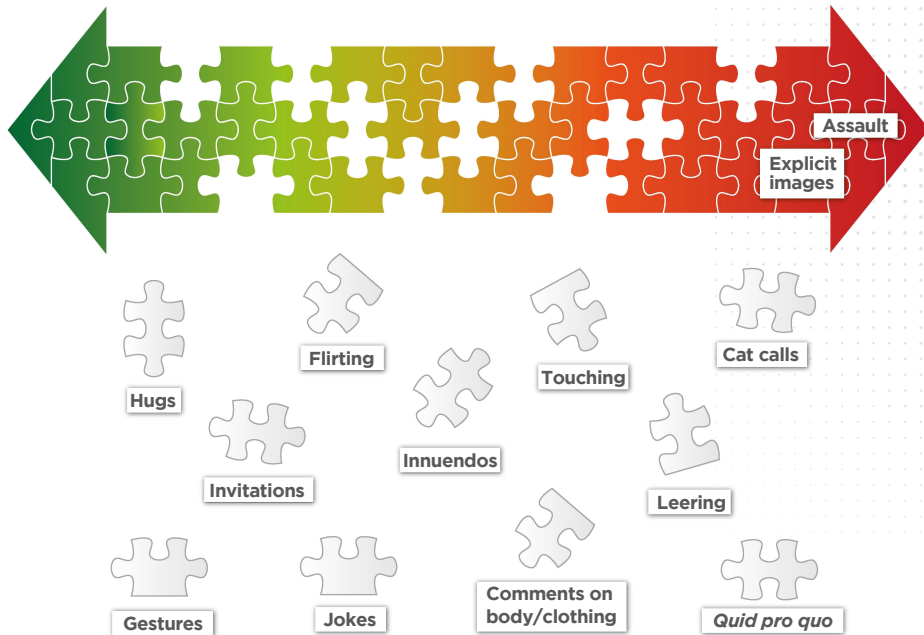


# SEXUAL HARASSMENT CONTINUUM

We may put the pieces of the puzzle at different places on the continuum, depending on their **impact**, **frequency** and **power differences**.



Sexual harassment does not belong in a respectful workplace.

## **SPEAK UP & TAKE ACTION**

### **ASK YOURSELF:**

- Where does this conduct fall on the spectrum for me?
- If I fear for my personal safety, where do I go and how can I stay safe?
- Can I let the other person know that the behavior is unwelcome / offensive, and I'd like it to stop? Who can advise me?
- Can I help stop others from being similarly disrespected?
- Which IDB Group resource is most appropriate given these circumstances?

**IDB Group**

## CONSIDER THE IMPACT OF SEXUAL HARASSMENT

I JUST CAN'T GO  
TO THE OFFICE ...



ILLNESS, ABSENTEEISM,  
LEAVING ONE'S JOB



I CAN'T FOCUS  
ON MY WORK...

STRESS, ANXIETY



I'M AFRAID...

MY PERSONAL  
SAFETY, MY JOB

I MUST HAVE MISHEARD  
THAT. WHAT DID IT MEAN?

SELF-DOUBT



I FEEL SO ALONE...

ISOLATION



## REMEMBER

The IDB Group is committed to non-retaliation against individuals who report an allegation or cooperate during the investigation of an allegation.

[See IDB PE-328, PN 4.03, IDB Invest Staff Rule N-29. I-29]

Codes of Ethics and Professional Conduct, IDB and IDB Invest, Sec. 3; IDB PE-328, PN-4.03; IDB Invest Staff Rule 29, I-29

## SEEK HELP FOR YOURSELF AND OTHERS FOR A HARASSMENT-FREE IDB GROUP

### CONTACT THE OFFICE OF ETHICS (ETH)

ETH handles allegations of sexual harassment involving employees of the IDB Group. All matters are addressed with discretion and sensitivity.

**Email:** [ethics@iadb.org](mailto:ethics@iadb.org);

**Helpline:** +1 (202) 623-2545; **Toll free:** +1 (877) 354-4037

## ADDITIONAL EMPLOYEE RESOURCES INCLUDE

### SUPERVISORS

Provide advice and ensure problems are addressed promptly.

### OFFICE OF THE OMBUDSPERSON

Confidential, informal, independent and impartial resource. Safe place to share concerns.

**Email:** [ombuds@iadb.org](mailto:ombuds@iadb.org);

