

CN: sexual harassment in the workplace, sexual violence Sexual harassment - a union issue? WWW.YOGATEACHERSUNION.CO.UK

### 1 out of 2



Women have experienced Sexual Harassment at work

### 4 out of 5



Don't report Sexual Harassment to their employer

Source: Still just a bit of banter? TUC Report, 2016

## 1%



Report to their union reps





# Direct correlation between casualisation and SH



Laws provide little protection for many



Less likely to be union members and have employment rights



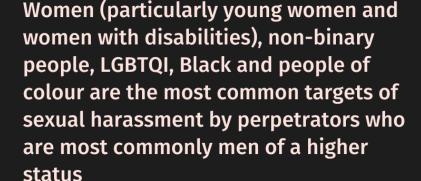
Work in isolation. Safeguarding and avenues for reporting are often inadequate or non-existent



#### **Part of a Wider Societal Issue**



Though the tools used by perpetrators may differ from one industry to another, Sexual Harassment and Abuse exists throughout society and no industry or workplace is immune.







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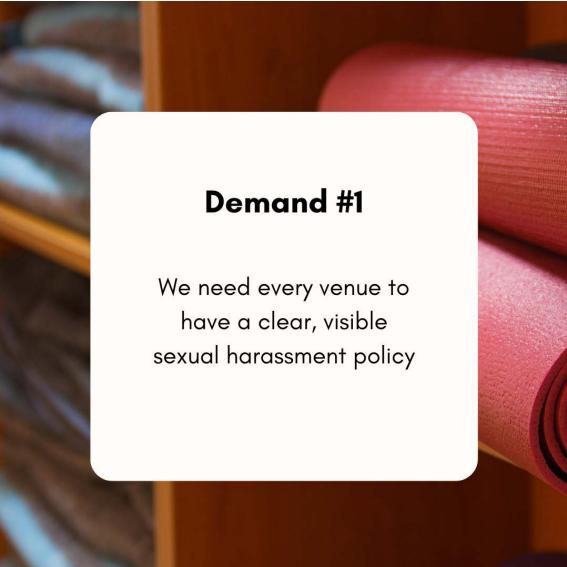


I want to give a voice to people who have suffered sexual harassment in yoga settings and in all industries. I want silencing and secrecy to become things of the past.

I want people to know how organisations can manipulate and harm others by mis-representing yoga. My yoga is mine, my belief is mine, no one should think they can make it about them or use it for their agenda...

...I want all people to feel, and be, safe practicing and teaching yoga. I'd love an Anti Sexual Harassment policy and code of conduct to be on the wall in all yoga venues, so that others can be better informed and protected than I was.

- Miranda



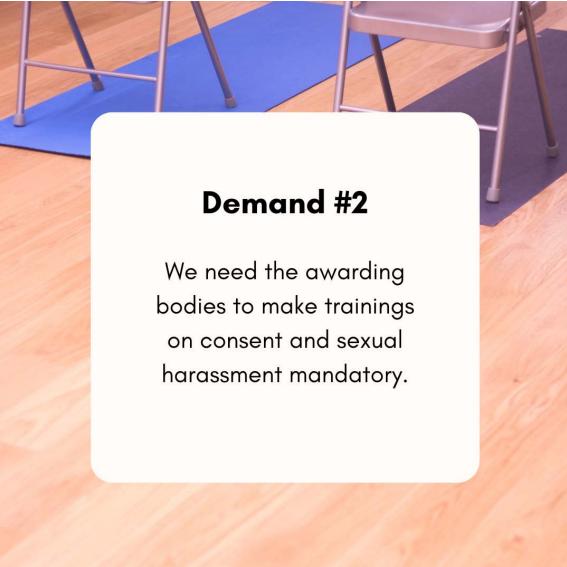
I want someone to take responsibility for this.

I want it to be a clear process for someone who has gone through this kind of thing

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I want all people to receive better education on how they might hold a power advantage over someone else, and take responsibility for it.

- Femke



Pedagogical relationships should come with certain responsibilities. Students' education should not be derailed by teachers' romantic and sexual appetite.

The yoga industry, including teacher trainings, should centralise boundaries between teacher/student - as is found in psychotherapy training.

#### Demand #3

We need the awarding bodies and membership organisations to implement clear reporting mechanisms, so when something happens we have somewhere to turn.

#### Accountability

Clear reporting structures

Better awareness of rights and access to legal support where needed

Collective strength and power

To feel safe

- Laura

#### WWW.YOGATEACHERSUNION.CO.UK





It has taken 20 years for me to talk about it publicly. At the time I saw it as just a 'relationship gone wrong', but I now see that he was my teacher, and also my employer and that this relationship was abusive.

GILLIAN

It seems every angle gets blocked, puts the victim at risk, and/or protects the offender. ...Who takes responsibility for this?

**FEMKE** 

I thought I was imagining it.

ANONYMOUS





I thought about reporting the sexual harassment I received from a BWY
Teacher to the BWY and even discussed with the perpetrator what would happen if I did.

He told me nothing would happen, no one would be interested. When I looked at the BWY website and could find no clear avenues to report, I was led to believe that he was right and this wasn't something that would be taken seriously.

#### ANONYMOUS



We're still at such early stages of our collectivising journey. The lessons are steep, the challenges great,

But then, we have this incredible strength, confidence and knowledge building within this group of survivors who are supporting each other and exploring every avenue possible to dismantle this current imbalance of power and in doing so beginning to collectively realise the safety and dignity we deserve, and have always deserved.



it filled me with hope that finally we can actually do something about this.

And I feel safe now because of the strength in numbers

SUPI

The YTU has been the first glimmer of hope. I hope that by sharing testimonies, education and by organising, we can put an end to a culture of abuse in our industry as a whole.

Organising around the issue of sexual harassment and respect at work has not been easy but it has been empowering

GEORGIE



ELISE

I want all people to receive better education on what these power dynamics feel like when you're in it, and how to assertively remove yourself from unsafe relationships early on.

FEMKE

Organising around these issues feels empowering.
So many of us have our voices silenced, or silence ourselves, in different ways.

We are all powerful change-makers and we all deserve to be heard.

As a survivor...taking action and working towards change is part of the healing process.

ANONYMOUS



MIRANDA

