



GLOSSARY OF TERMS

Think Business, Think Equality

GLOSSARY OF TERMS

BALANCE OF PROBABILITIES/ REASONABLE GROUNDS

Criminal offences have to be proved beyond reasonable doubt, meaning that there must be clear evidence supporting the allegation against the accused. An employer investigating a complaint of sexual harassment only needs to have **reasonable grounds** to conclude that sexual harassment has been committed. This includes weighing up the evidence gathered during an investigation, including the testimonies of the complainant, alleged harasser and any witnesses, and making a decision. To decide something on the balance of probabilities is to decide that it is 'more likely than not'.

DIRECT DISCRIMINATION

Less favourable treatment of a woman than a man (or vice versa) because of their sex

DIVERSITY

The recognition and valuing of difference, in its broadest sense. It is about creating a

culture and practices that recognise, respect, value and harness difference for the benefit of service users, members of the public and employees.

EQUAL PAY REVIEW

A process which looks at pay arrangements within an organisation to find, and address, gender discrimination. It involves comparing the pay of groups of workers who are doing equal work in the organisation and then investigating any gaps between men's and women's pay.

EQUALITY

Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration - recognising the diversity of different groups of women and men.

GENDER

Refers to roles, attitudes, values and behaviours that men and women are encouraged to adopt by society. These characteristics can vary depending on the society around us and can change over time. For example, historically, gender role stereotyping would suggest that women should look after children at home while men go to work in the formal labour market.

INDIRECT DISCRIMINATION

Occurs when an employer applies a provision, criterion or practice equally to both women and men that puts one sex at an unfair disadvantage.

PERPETRATOR

A person who carries out a harmful, illegal, or unlawful act, including a person who sexually harasses, sexually assaults or rapes another person.

PROTECTED ACT

The Equality & Human Rights Commission defines 'protected act' as:

- Making a claim or complaint of discrimination (under the Equality Act 2010).
- Helping someone else to make a claim by giving evidence or information.
- Making an allegation that you or someone else has breached the Act.
- Doing anything else in connection with the Act

RAPE AND SEXUAL ASSAULT

Rape and sexual assault can be defined as any behaviour of a sexual nature which is unwanted and that takes place without consent or understanding. Sexual assault covers other sexual contact and behaviour that is unwanted, ranging from touching to any other activity if it is sexual.

SEXUAL HARASSMENT

Sexual harassment is unwanted conduct of a sexual nature, which is intended to, or has the effect of, violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

THIRD-PARTY HARASSMENT

Sexual harassment perpetrated by someone who doesn't work for a particular employer against someone who does work for that employer.

VICTIMISATION

Treating someone badly because they have reported sexual harassment in your workplace, or done another 'protected act'.

VICTIM-SURVIVOR

The term victim-survivor is used to capture that individuals experiencing sexual harassment can be both victim and survivor. Victims are often portrayed as helpless, powerless or passive in contrast to survivors who are active, heroic and resourceful. However, the terms used separately do not capture the experience of sexual harassment or wider VAW or the external factors that affect women's ability to report.

VIOLENCE AGAINST WOMEN

Violence against women is a violation of a women's human rights and an enduring social

problem that undermines workplaces and communities.

VAW encompasses (but is not limited to):

- physical, sexual and psychological violence including domestic abuse, rape, and incest;
- sexual harassment, bullying and intimidation in any public or private space, including work;
- commercial sexual exploitation, including prostitution, pornography and trafficking;
- child sexual abuse, including familial sexual abuse, child sexual exploitation and online abuse; and
- so called 'honour-based' violence, including dowry related violence, female genital mutilation, forced and child marriages, and 'honour' crimes.

Close the Gap works in Scotland on women's labour market participation. We work with policymakers, employers and unions to influence and enable action that will address the causes of women's inequality at work.

Close the Gap
166 Buchanan Street
Glasgow
G1 2LW

0141 572 4730

info@closethegap.org.uk

www.closethegap.org.uk

Twitter: @closethepaygap



Close the Gap

Justice **NOW'S**
and **==** **THE**
Equality **==** **Fund** **TIME**

MANAGED BY ROSA

Close the Gap (SCIO) (known as Close the Gap) is a Scottish charity, no SC046842.

Published June 2022