

Documenting Workplace Sexual Assault Incidents

Workplace sexual assault is any physical sexual contact where there was no explicit consent exchanged and is a form of sexual harassment. If you have experienced sexual assault by a manager, another employee, or a customer, you have legal rights and options for holding the perpetrator—and potentially your workplace—accountable.



What is Workplace Sexual Assault?

While definitions of sexual assault vary across jurisdictions, in general, the other party must have intended offensive or harmful contact. Generally, sexual assault is any sexual behavior or contact that happens without your consent. This can include:

Unwanted touching or kissing

Fondling or groping

Forced intercourse

Attempted rape

Forcible sodomy



How to Document Workplace Sexual Assault

- 1** Ensure your physical safety
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- 2** Document any cuts, bruises, or other injuries with photographic evidence.
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- 3** Collect any medical records if you receive treatment after the assault.
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- 4** Write down or record a voice note describing exactly what happened, with whom, and when.
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- 5** Report the incident: If your workplace has a method for reporting the assault internally, you should consider this option.
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- 6** Contacting the police: You may also be able to file a civil lawsuit against the perpetrator and your workplace if they failed to protect you from repeated harassment or negligently hired a predator.

Contact Helping Survivors to Learn More

If you have questions about gathering evidence after experiencing workplace sexual assault, Helping Survivors can help you understand the documentation process and identify all your legal options for seeking accountability. **Reach out to Helping Survivors today** to learn more.

