

Commitment to measures to eradicate sexual harassment at work

We, the undersigned key actors in Finnish working life, recognise that sexual harassment is a major problem in working life and it must be addressed actively and through concrete action. **We commit to promoting a safe and equal working environment through prevention, intervention and openness, also taking into account technology-facilitated harassment.**

We therefore undertake to promote the following changes in 2026:

Building competence and increasing knowledge of sexual harassment

- We will organise at least one general training session or online course for our members/member unions or employees with the aim of raising awareness of both the prevention of sexual harassment and appropriate practices.
- We will organise at least one tailored training session for our supervisors/members working in supervisory positions, focusing particularly on the practical processes for tackling sexual harassment.

Updating our guidelines, with particular attention to technology-facilitated sexual harassment

- We will review and update all common definitions, guidelines and operating models within our organisation to ensure that they also cover technology-facilitated sexual harassment in a comprehensive manner.
- We will create a clear and easily accessible information page on our organisation's website describing confidential support channels and procedures for addressing sexual harassment that also cover technology-facilitated sexual harassment in full.
- In addition, we will carry out at least one internal information campaign addressing sexual harassment (including technology-facilitated sexual harassment) and lowering the threshold for reporting.

Increasing monitoring and assuming greater responsibility

- We will create new or further develop existing feedback channels to confidentially collect information on the challenges facing the sector/organisation/members and their need for support, particularly in relation to sexual harassment, or we will support our member unions/organisations in developing feedback channels.
- We will appoint a responsible body/contact person within our organisation to coordinate the measures taken under this commitment. We will commit to reporting to the Ministry of Social Affairs and Health on the measures taken and the best practices and challenges identified no later than 15 January 2027, thereby enabling the joint sharing of information and experiences at the next round-table meeting.

In line with this public commitment, we invite all our member organisations, companies and other actors in working life to join us in making work against sexual harassment a priority in 2026.

