



To offer gifts repeatedly, to place a hand on the shoulder, to make obscene jokes, to verbalize sexual fantasies are practices that could hurt persons of male or female sex.

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In this context the area of safety and integral health of la Junta de Beneficencia de Guayaquil organized a talk called, “Sexual offences in the work environmental “as part of compliance with activities corresponding to the psychosocial risk prevention program in the institution. The talk counted with the collaboration of Miguel Garay, a Lawyer in the entity’s legal department.

Garay explains that the basic element which must exist for this offence to exist is the power relation in the labor environment. “It is the hierarchical superior member who demands sexual favors carrying an implicit threat for men or women. The worker must denounce and demonstrate these type of situations”, he pointed out.

Furthermore, he recommended that on a general level we must be conscious of the problem so that nobody will abuse the power they have within any institution.