

# POSTER DESIGN COMPETITION

## on

### YOUR RIGHT TO A SAFE ENVIRONMENT

#### Calling all Geography majors, BES (NVG) undergrads & Geography graduate students!

The Department of Geography is inviting you to tap into your creative side to design a poster that clearly conveys the Department's zero tolerance stance on harassment of all forms. We want students and colleagues to **understand their right to a safe, respectful and inclusive environment**.

The winning posters will be printed as hard copies and displayed in the Department, as well as mounted on the Department's website, along with other relevant information to raise awareness and understanding of how each one of us can contribute to a safe campus environment.

#### Prizes Up for Grabs

- First Prize: \$150 CapitaLand Voucher
- Second Prize: \$100 CapitaLand Voucher

#### Elements to be Included in the Poster

You are encouraged to be as creative as possible in designing the poster. We are looking for posters that are **eye-catching** and able to convey the information that is in the **attached PDF** in a way that signals the **seriousness** of the matter and presents it in a **positive manner**. The elements that must be included in the Poster are:

1. **Our tagline:** "You share, We care". Feel free to redesign the speech bubbles in your poster.
2. **Declaration of the right to a safe environment:** This must be in the poster *ad verbatim*.
3. **Explaining what harassment is:** You are free to convey the information in words and/or graphics.
4. **Explaining how to seek support:** You are free to convey the information in words and/or graphics.
5. **Headings:** "Your Right to a Safe Environment", "What is Harassment?" and "Seeking Support: What Should You Do?" need to be incorporated *ad verbatim*.

#### What to Submit

- (a) A digital **A3**-size poster featuring the relevant visuals and write-ups (as described above) and
- (b) a short description (max: **300 words**) explaining the contents of the poster, followed by the name, matric. no., student status (e.g. Geog Major Year 2, Graduate Student) and contact information (email and handphone) of (all) the designer(s).

#### Submission Requirements

Submit the above in **one ZIP folder**, named as "Name of Designer/Team-Title of Poster". Note that:

- (a) the completed poster must be in either **JPEG** or **PNG**, **A3 size at 300 DPI, 3508 x 4960 pixels**; and
- (b) the accompanying (separate) explanation of the poster must be in **Word document format** using **Times New Roman font, size 12, with 1.5 line spacing**.

All files are to be emailed to [geosec@nus.edu.sg](mailto:geosec@nus.edu.sg) **by 6pm, Wednesday 15 January 2020** with the **subject header** "Poster competition 2020".

#### Terms and Conditions

1. This competition is open only to current Geography majors, BES (NVG) students, and Geography graduate students. You may submit one entry or multiple entries, as individuals or in teams.
2. It is the responsibility of those submitting entries to ensure that copyright is not violated, and to credit all sources. The submission of an entry presumes this.
3. The Department of Geography reserves the right to:
  - (a) modify the winning entry/entries for the Department's purposes; and
  - (b) not award any prize should none of the entries be deemed to be of sufficient standard.

**If you have questions**, please email Assoc Prof Shirlena Huang ([geoslena@nus.edu.sg](mailto:geoslena@nus.edu.sg)) or Ms Wong Lai Wa ([geowlw@nus.edu.sg](mailto:geowlw@nus.edu.sg)) with the email subject header: "Poster Competition Query".

## INFORMATION TO BE INCLUDED IN THE POSTER

### OUR TAGLINE

“You Share, We Care”.



### YOUR RIGHT TO A SAFE ENVIRONMENT

All members of the NUS Department of Geography – students, staff and faculty members – have the right to a safe, respectful and supported environment. The Department of Geography is committed to creating and fostering a safe and inclusive community, free from harassment and bullying.

### WHAT IS HARASSMENT?

- Any behaviour – physical, sexual, verbal or written (both off- and on-line) – that violates an individual’s dignity through intimidating, hostile, degrading, humiliating or offensive acts.
- Includes bullying which is typically characterised by an abuse or misuse of power with the intention to undermine, humiliate, denigrate or injure the recipient.
- Unacceptable behaviour including ridicule, insults, offensive language and gestures, inappropriate comments, jokes, teasing, unwelcome advances, pestering, stalking, spying.

We encourage you to **seek support and/or make a report** should you see or experience such inappropriate, concerning or threatening behaviour.

### SEEKING SUPPORT: WHAT SHOULD YOU DO?

If you are unsure whether someone has crossed the line, you have several options for getting more information and support:

- Seek advice from someone you trust in the Department
- Meet with a trained First Responder in the Department:  
<https://www.fas.nus.edu.sg/geog>
- Go to the Geography Department Website for more information:  
<https://www.fas.nus.edu.sg/geog/>
- Speak to a counsellor at the University Counselling Service (UCS) at the University Health Centre: <http://www.nus.edu.sg/uhc>
- Contact the NUS Victim Care Unit: <https://victimcare.nus.edu.sg/>

**Note: Ctrl+click on the links on the next page to see the graphics in full size.**

## (a) EXAMPLES OF POSTERS FROM OTHER INSTITUTIONS FOR INSPIRATION

### SEXUAL HARASSMENT IN THE WORKPLACE

<b>CROSSING BOUNDARIES</b> 	<b>LEERING</b> 	<b>UNWANTED FLIRTING</b> 	<b>SHARING INAPPROPRIATE IMAGES</b> 
<b>DEGRADING JOKES OR COMMENTS</b> 	<b>INVALIDATING ONE'S IDENTITY</b> 	<b>SPREADING RUMOURS ABOUT SEXUAL PAST</b> 	<b>INTRUSIVE QUESTIONS</b> 

**MORE THAN A MILLION CANADIANS FACED SOME FORM OF SEXUAL HARASSMENT AT WORK IN 2013 AND 2014.**

Source: City of Toronto – Human Rights Office, August 2016

**Ryerson University** Office of Sexual Violence Support & Education

Source:

<https://www.ryerson.ca/sexual-violence/get-support/sexual-harassment-in-the-workplace/>

## Bullying and Harassment in the Workplace

Generally defined as any behaviour that demeans, embarrasses, humiliates, annoys, alarms, or verbally abuses a person that is known or would be expected to be unwelcome.

### What workplaces can do

- Encourage everyone at the workplace to act towards others in a respectful and professional manner.
- Develop a workplace policy and program that includes a reporting system.
- Educate everyone about what is considered bullying and harassment, and whom they can go to for help.
- Treat all reports seriously, and investigate them promptly and confidentially.
- Train supervisors and managers how to follow up on problem situations, whether or not a formal report has been filed.
- Have an impartial third party help with resolution, if necessary.
- Try to work out solutions before the situation gets serious or "out of control".

**Bullying is both obvious and subtle**

**Bullying usually involves a pattern of behaviours with repeated incidents**

### What the law says

Most Canadian jurisdictions have specific workplace violence prevention and/or harassment legislation. In some situations, human rights legislation will apply. All employers have a general duty to take all reasonable precautions to protect the health and safety of employees.

**If you think you are being bullied or harassed report your concern to the person identified in your workplace policy or your supervisor.**

**CCOHS.ca**  
Canadian Centre for Occupational Health and Safety

Source:

[https://www.ccohs.ca/images/products/infographics/download/bullying\\_harassment.jpg](https://www.ccohs.ca/images/products/infographics/download/bullying_harassment.jpg)

## (b) THE KIND OF GRAPHICS/PORTRAYALS TO BE AVOIDED

## BULLYING & HARASSMENT UNACCEPTABLE BEHAVIOUR

**HARASSMENT** is inappropriate and unwanted behaviour that affects people's dignity. What behaviour may be acceptable to one person may not be acceptable to another. You have the right to ask the person to leave you alone or stop behaving in that manner. Ultimately if you are the perpetrator and you continue to behave in this manner, you can lose your job.

CWU Harassment Helpline 0800 107 1909  
Linda Roy National Equality Officer 020 8971 7238

[www.cwu.org](http://www.cwu.org)

**CWU**  
The Communications Union

- VERBAL ABUSE • SHOUTING
- STAREING • EXCLUSION
- INSULTING • VICTIMISING
- TREATING PEOPLE UNFAIRLY
- MAKING THREATS
- MAKING COMMENTS ABOUT INDIVIDUALS
- UNDERMINING A COLLEAGUE'S WORK
- BLOCKING PROGRESSION
- SPREADING RUMOURS
- INDULGING BEHAVIOUR
- SEXUAL HARASSMENT
- RACIAL HARASSMENT
- BOYCOTTING
- DEGRADING BEHAVIOUR
- PICKING ON PEOPLE
- SETTING PEOPLE UP
- LABEL • STIFLING • FEISTERING
- EXCESSIVE SUPERVISION
- WITHHOLDING OF INFORMATION
- HOMOPHOBIA
- DISABILITY HARASSMENT
- RELIGIOUS HARASSMENT

Source:

<http://3.bp.blogspot.com/-0cmvMx1H7Ms/Tywliir0O6OI/AAAAAA AAA7M/6GbjOReEoGI/s1600/02915+Bullying+&+Harassment+Poster2.jpg>