

the Czech Republic today can be found in the Antidiscrimination Act (Act No. 198/2009 Coll.), and addresses discrimination in a range of areas which—in addition to labour issues and access to health care—explicitly include access to and the provision of education (Act No. 198/2009 Coll., Section 1).⁵

In addition to legal regulations, a wide definition of sexual harassment is also used in university policies, which are often based on national legislation (e.g. Vienna University, and in the UK University College London and the London School of Economics) and on research definitions of sexual harassment [e.g. Gruber 1992; Hill and Silva 2005; Fitzgerald 1996].

In my analysis, I draw on the aforementioned expert definitions of sexual harassment, which, although they are a construction, present relatively stable definitions of sexual harassment (i.e. they have been legalised and institutionalised in the Czech Republic, the EU, and a number of developed countries, and are repeatedly used in social research into sexual harassment). They build on the assumption that sexual harassment is unwanted behaviour which negatively impacts people's well-being and human dignity. According to these definitions, sexual harassment does not include only obvious and explicit forms of sexual harassment but also a range of other, softer forms of unwanted conduct. I investigate to what extent these expert definitions are mirrored in students' individual definitions, and explore the gap between the expert and individual definitions of sexual harassment in the Czech context. I ask how students define sexual harassment and, in line with other research studies on the role of various factors in the labelling of sexual harassment, what factors are related to one behaviour being labelled as sexual harassment and another not.

Most of the research studies conducted so far come from the Anglo-American cultural context, while this analysis offers a view of the specific Czech cultural environment, where the issue of sexual harassment in education surfaced only recently, the tradition of legally addressing sexual harassment is quite short, anti-

tion was deleted and was replaced with a reference to the Antidiscrimination Act, which was not, however, adopted until 2009. Thus, for three years, the Czech Republic did not have any provision to redress (not only) the issue of sexual harassment.

⁵ As in the European directive, Czech legislation distinguishes between harassment and sexual harassment and both forms are defined very widely with a reference to the intention of the perpetrator, the violation of human dignity, and the inclusion of quid pro quo and hostile environment forms:

(1) Harassment is understood as unwelcome behaviour

(a) the intention or consequence of which is denigration of human dignity of an individual and the creation of a threatening, hostile, degrading, humiliating or offensive environment or

(b) which can be justifiably perceived as a condition for a decision that can influence the exercise of rights and duties following from labour law relations.

(2) sexual harassment is understood as behaviour pursuant to Paragraph 1 which is sexual in nature.