

# Protection from Sexual Harassment

**Sexual harassment can take many forms, here are some examples:**

- Sexual comments about a person's body, looks or clothing
- Sharing or asking about sexual fantasies, preferences or history
- Personal questions or comments about someone's social or sex life (whether true or not)
- 'Undressing' someone with their eyes, staring or repeatedly glancing at specific body parts
- Suggestive visuals and gestures
- Unwanted physical contact.

**Workplace harassment remains a serious issue, with many incidents going unreported due to fear and distrust. The statistics below highlight the scale of the problem and the need for action.**

10% of employees have witnessed or experienced sexual harassment at work but half (49 per cent) of these do not report it, a new survey has found.

43% said they were worried about retaliation or retribution if they were to report an issue.

48% stated they did not trust their senior leadership.

## Protection from Sexual Harassment

Harassment is unwanted conduct of a sexual nature which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

The Workers Protection (Amendment of Equality Act 2010) Act 2023 introduced a legal duty for employers to proactively take reasonable steps to prevent sexual harassment including worker-on-worker and by third parties.

**Step 1**  
Develop an effective Anti-Harassment Policy.

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**Step 2**  
Engage staff using surveys, interviews and 1-2-1's

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**Step 3**

Conduct risk assessments to consider the risk factors that may lead to harassment.

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**Step 5**

Train all managers and staff on what it is and what to do.

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**Step 4**

Use online or telephone reporting systems.

**Step 6**

When a harassment complaint is made, deal with it immediately, respectfully and confidentially.

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**Step 7**

Notify third parties, reporting complaints, and documenting personal outcomes.

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**Step 8**

Monitor and evaluate your actions regularly through surveys etc.