

# 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.

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.

“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.

## EHRC Employer 8-Step Guide

### **Step 1: Develop An Effective Anti-Harassment Policy**

In a specific policy for sexual harassment or part of a wider anti-harassment policy.

### **Step 2: Engage Your Staff**

Using surveys, interviews and 1-2-1's

### **Step 3: Assess And Take Steps To Reduce Risk In Your Workplace**

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

### **Step 4: Reporting**

Online or telephone reporting system.

### **Step 5: Training**

All managers and staff should be trained on what it is and what to do.

### **Step 6: What To Do When A Harassment Complaint Is Made**

Deal with it immediately, respectfully and confidentially.

### **Step 7: Dealing With Harassment By Third Parties**

Notifications to third parties, reporting complaints, documenting potential outcomes.

### **Step 8: Monitor And Evaluate Your Actions**

Evaluate your actions regularly through surveys etc.



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