

AUSTRIA - GUIDELINES FOR CORRECTIVE ACTION

— Gleichbehandlungsanwaltschaft

Ombud for Equal
Treatment

In the event that a sexual harassment claim has been reported or the employer is aware of a potential sexual harassment claim, it is **imperative by law that the employer take corrective action**. If they do not take appropriate corrective action, they are liable for the harassment. However, the Equal Treatment Act does not specify the kind of corrective action the employer has to take, which often leads to confusion and uncertainty. In 2019, the Ombud for Equal Treatment created a manual targeting employers to fill this gap. On 27 pages (DIN A5), the manual offers a comprehensive understanding of sexual harassment in the workplace as well as directions on prevention and systematic guidance on how to handle claims of sexual harassment.



*“Overstepping
someone else’s
boundaries
can never be
a flirt.”*

**How to handle sexual
harassment?
Guidelines for employers.**

Impact:
500 copies were printed for the first edition; used and discussed in more than **10 workshops**; handed out at information booths at various events, organised by both the Ombud and other stakeholders. Since the Equal Treatment Act does not give directions on how to act as an employer when confronted with a claim of sexual harassment, the manual has proven to be a precious explication on both the dynamics of sexual harassment as well as of the particular obligation for employers to take appropriate corrective action.

More Info:
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www.gleichbehandlungsanwaltschaft.gv.at



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