



Tackling sexual harassment at work

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Equality and Human Rights Commission – UK

- New Strategic Plan includes aim that people in Britain have equal access to the labour market and are treated fairly at work
- Identifies range of activities that emphasise our unique powers:
 - Take enforcement action to challenge those who breach the law.
 - Undertake inquiries, investigations and research to expose discrimination.
 - Support employers, service providers and other regulators to meet their obligations in tackling inequalities.
 - Influence government(s) to strengthen laws and policies, and ensure they comply with international standards.



Sexual harassment occurs when a person engages in unwanted conduct of a sexual nature that has the purpose or effect of:

- violating someone's dignity, or
- creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Sexual harassment is unlawful under the Equality Act 2010.

#MeToo in Britain

THE Sun Thursday, January 25, 2018 FOR A GREATER BRITAIN 50p thesun.co.uk

WETHERSPOON CRISIS SPREADS WIN £50k WITH SAVERS

Aped! AFTER DOLLY THE SHEEP, WORLD'S FIRST CLONED MONKEYS SEE PAGE 2

PRESIDENT'S CLUB SCANDAL

- **Tory aide quits over 'gropers' gala**
- **Minister carpeted by furious PM**
- **Charity bash axed, cop probe urged**

SLEAZE BALL

By MARY WILKINSON
A TOP Tory donor quit over the 'Sleaze' Ball, a shabby night of entertainment on the President's Club, after the Prime Minister's aide was accused of groping a woman. The donor, Lord Hinchinbrooke, is a close friend of the President's Club and has been accused of groping a woman. The donor, Lord Hinchinbrooke, is a close friend of the President's Club and has been accused of groping a woman. The donor, Lord Hinchinbrooke, is a close friend of the President's Club and has been accused of groping a woman.

Men only... gala guests outside the event with hostess

THE OLD VIC

the guardian

Daily Mail FRIDAY, APRIL 13, 2018 www.dailymail.co.uk 60p

How YOU could still be doing the splits at 88 PAGES 28-29

Revealed: Dozens of young aides 'victims of drunken MPs'

SEX HARASSMENT RIFE IN COMMONS

The Daily Telegraph BRITAIN'S BEST-SELLING QUALITY DAILY

The British #MeToo scandal which cannot be revealed

Leading businessman facing allegations of sexual harassment and racial abuse gags The Telegraph from publishing details

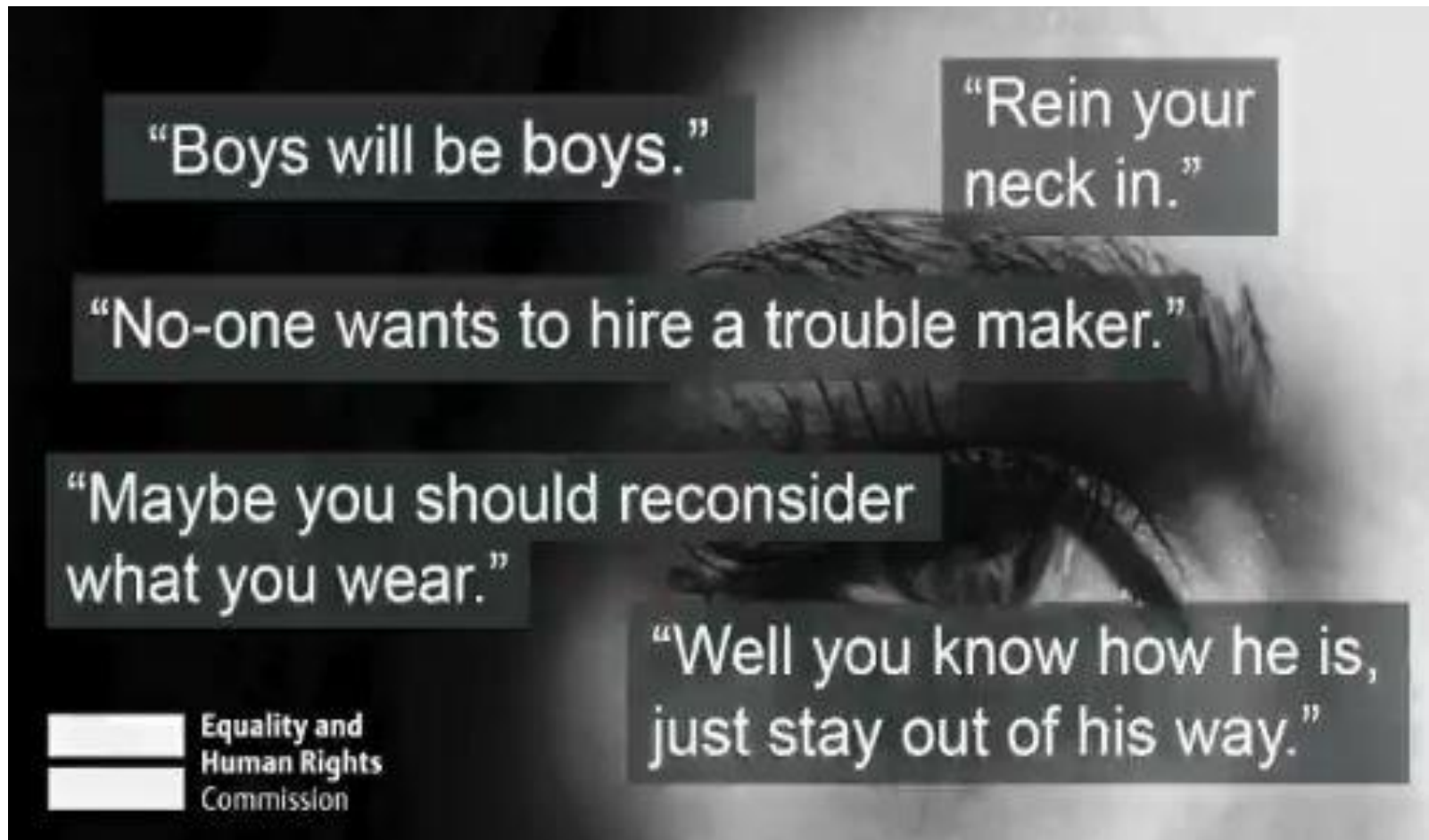
and campaigners are urging the Prime Minister to act now. Last night, Maria Miller, who chairs the Commons Women and Equality committee, said it was "shocking" that Ntola was still being used to gag victims and should not be said "where there are accusations of sexual misconduct and wider bullying". Zilda Perkins, Westminster's former aide who broke a non-disclosure agreement from the late 1990s to allege sexual harassment, said the allegations are amounting to "unacceptable conduct". The women's committee order states that no fees for "substantial payments" were made to her people as part of "settlement agreements" or Ntola. As well as re-opening the #MeToo debate, the gagging of The Telegraph is expected to re-open controversy about the use of injunctions to limit British press freedom. Unlike his alleged victims, The Telegraph has not signed any kind of

Telegraph Editorial By stopping information about deplorable

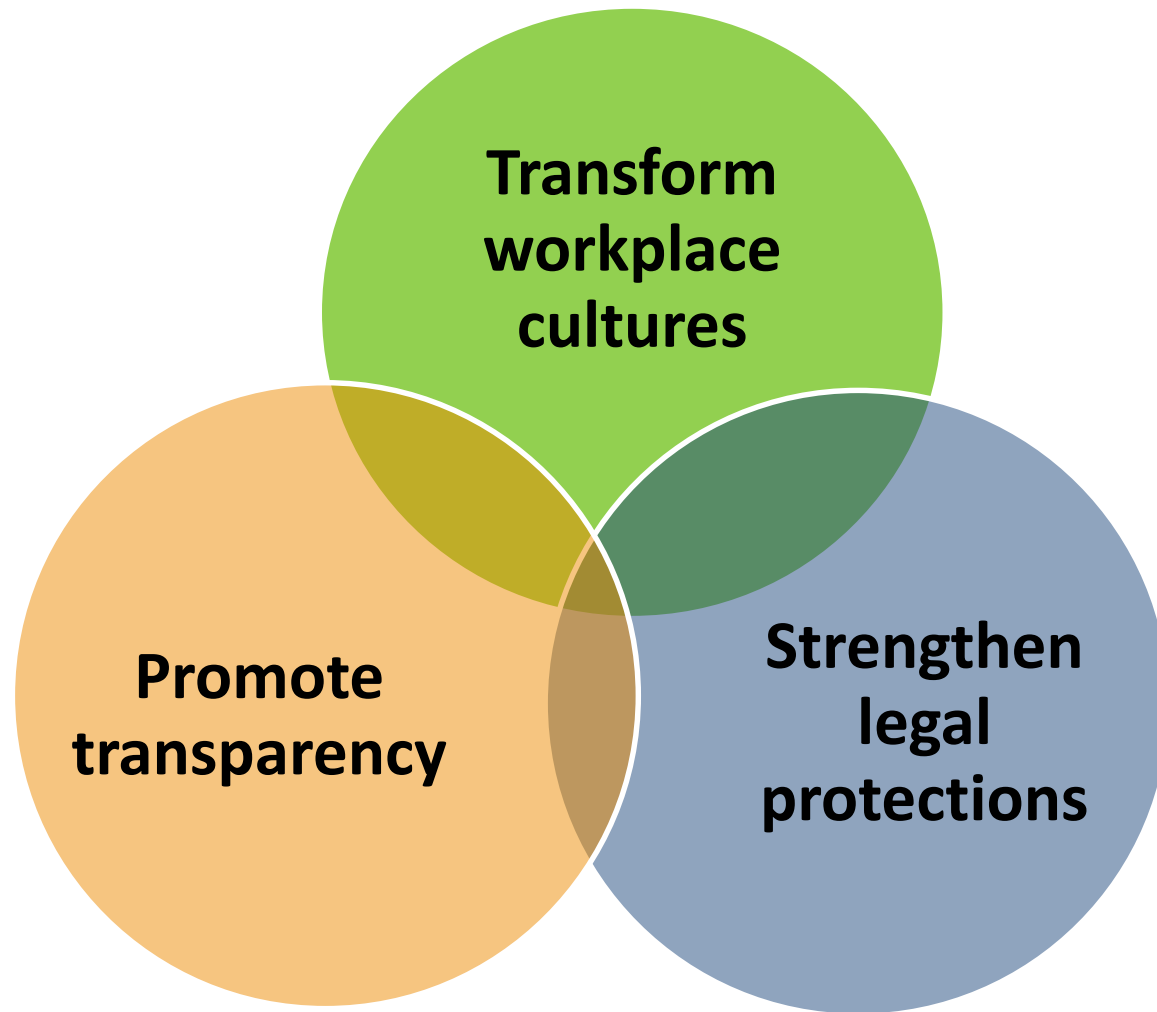
Our workplace sexual harassment project

- #MeToo helped create public and political support for tackling sexual harassment in 2017-18.
- Our ambition was to shift responsibility from individuals to employers.
- We ran call for evidence, in partnership with women's groups, and received submissions from around 1000 individuals and employers experiencing and dealing with complaints of sexual harassment.
- Identified corrosive workplace cultures causing real harm to individuals' health and careers.
- Found a lack of consistent, effective action on the part of too many employers

Employees' experiences of sexual harassment



‘Turning the Tables’ report – three key themes



We asked the UK government to:

- Introduce a mandatory duty on employers to take reasonable steps to protect workers from harassment and victimisation in the workplace.
- Reinstate provisions within the Equality Act to ensure that employees are protected from third party harassment.
- Introduce a statutory code of practice on sexual harassment and harassment at work.
- Legislate to ensure that confidentiality agreements do not prevent disclosure of future acts of discrimination, harassment or victimisation.
- Extend the time limits for taking a sexual harassment case to employment tribunal to six months.

Impact of our work:

UK Govt has agreed:

With our recommendation that the EHRC should develop technical guidance, which will form the basis of a Statutory Code of Practice if it decides to legislate.

To consult further on proposals to introduce a preventative duty, extend tribunal time limits, reinstate third party harassment provisions, and extend protections to volunteers and interns.

To legislate to ensure confidentiality agreements do not prevent disclosures of discrimination or harassment – the EHRC has now produced guidance on the appropriate use of Non-Disclosure Agreements.

Themes/lessons



- Being flexible and opportunistic allowed us to have greater impact.
- Focused on our legal and policy strengths, while working with partners brought personal testimonies and experiences.
- Have been clear about our role and that of others.
- Needed to navigate UK Govt's aversion to 'adding burdens' to employers.
- Have been specific and focused on small number of policy/legislative changes – some ambitious.

Thank you

Questions?