

ZERO TOLERANCE TO SEXUAL HARASSMENT AT WORK



SEXUAL HARASSMENT IS UNACCEPTABLE AND SHOULD NOT BE HAPPENING IN WORKPLACES.

THE LAW HAS CHANGED!

Your employer now has a duty to prevent sexual harassment in the workplace.. This new duty means that you should be protected from sexual harassment from customers and service users, not only colleagues.

WHAT IS THE NEW LAW?

On 26 October 2024 the Worker Protection (Amendment of Equality Act 2010) Act 2023 became **LAW**.

This means that from now on, employers **must** take reasonable steps to prevent their workers from being sexually harassed at work.

WHAT DOES IT MEAN FOR YOU?

The new law places a proactive, anticipatory duty on your employer to take reasonable steps to prevent sexual harassment happening. This requires employers to consider a risk based approach and to put in measures based on your workplace. This also means thinking about harassment from third parties; customers or service users.

YOU MUST NOW BE PROTECTED AT WORK EVENTS TOO

The new duty also means your employer has to take steps to prevent sexual harassment that occurs "in the course of employment". This will include behaviour and incidents occurring during work-related events, such as office parties and work conferences.

EMPLOYER WHO FAIL TO ACT WILL HAVE TO PAY UP

Employers breaching this new duty could face hefty fines where a worker brings a successful claim of sexual harassment. They could also be investigated by the Equality and Human Rights Commission and be forced by this body to uphold the law.

UNITE CAN HELP

Unite has the experience and track record to help you, your colleagues, and yes, your employer too, develop and implement best practice to prevent sexual harassment at work. Get in touch, today.

REMEMBER, UNITE IS HERE TO SUPPORT YOU!

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