

Do Now

Sexual harassment: attitudes, reporting it and the law.



Ellie can't believe what just happened. Whilst checking stock in the warehouse, she saw her colleague, Barry, staring at her from some behind boxes. Ellie caught his eye and Barry licked his lips and winked at her. Barry then walked off laughing to himself.

Discuss: How would you describe what just happened to Ellie? Is this acceptable, if Barry says it was a joke?



What do you think Ellie should do now?
Why? Be prepared to share your thoughts.

*I think Ellie should firstly.....
then I think she should....
because....*

Sexual harassment: attitudes, reporting it and the law.



Learning outcomes:

Describe what constitutes sexual harassment and why this is always unacceptable. Describe how we can report sexual harassment and what rights we have under UK law.



Sexual harassment - Sexual harassment is any kind of unwanted behaviour of a sexual nature that makes you feel humiliated or intimidated, or that creates a hostile environment.

Did Ellie want that behaviour from Barry?

Was it of a sexual nature?

Did she feel intimidated?

This was clearly sexual harassment.

<https://www.youtube.com/watch?v=kGxC246PbmY>

Sexual harassment: attitudes, reporting it and the law.



We will now find out more about what exactly sexual harassment is, what the UK law says about it and what we should do if we ourselves, or someone we know, is a victim.

THORNDEN THREE READING!
Follow the text in your booklet closely





Sexual Harassment and the Law

Harassment means repeated, unwanted behaviour that causes distress, fear, or harm. It can be physical (e.g. unwanted touching), verbal (e.g. insults or threats), written or online (e.g. hurtful messages), or based on race or sex.

Sexual harassment is unwanted sexual behaviour — such as inappropriate comments, touching, or displaying sexual material — that makes someone feel humiliated, intimidated, or unsafe. It is illegal in the UK under the Equality Act 2010.

Sexual harassment can happen to anyone, regardless of gender or background. It can take many forms, such as:

1. Unwanted sexual advances – repeated requests for dates, pressure for sexual favours.
2. Inappropriate comments or jokes about someone's body or sexual history.
3. Physical contact – unwanted hugging, kissing, or grabbing.
4. Displaying sexual materials – showing or sharing suggestive pictures or videos.
5. Quid pro quo – when a manager demands sexual favours in return for promotions, pay rises, or benefits.
6. Employers have a legal duty to prevent and act on sexual harassment. Victims have the right to report it and seek protection.



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Sexual Harassment and the Law



Sexual harassment can cause serious harm, including anxiety, depression, loss of confidence, and poor job satisfaction. It can also make the workplace hostile and unsafe.

Reporting Sexual Harassment at Work

If you experience or witness sexual harassment at work, you should:

1. Report it to your employer or HR department – they must take action to keep the workplace safe.
2. Seek help from a trade union – they can give advice and support.
3. Contact the Equality and Human Rights Commission – for guidance and further action.
4. Make a claim to an employment tribunal – which can award compensation.
5. Report it to the police – if it involves a crime such as assault, stalking, or harassment.
6. Keep a record of incidents (dates, times, details) to support your report. Acting quickly is important because there are time limits for some legal processes.

- Define harassment in no more than 30 words.
- Give three examples of this.
- What are four different forms that sexual harassment can take?
- What is the key factor in defining if something is sexual harassment? Why do you think this is?
- How does the Equality Act define sexual harassment?
- Describe in detail the actions employees can take if they are sexually harassed at work.
- Give three common types of sexual harassment in the workplace.
- Why do you think these are still common today?
- What impact can sexual harassment at work have on a victim?
- How could you report sexual harassment if it happens to you at work?
- Why is it so important to take action if you are sexually harassed?
- Why do you think it's important to keep a record of the incidents? How could this help?




How do I report sexual harassment if it happens to me or I see it in the workplace?

If you ever experience sexual harassment at work, you have several options for reporting it.

Here are some steps you can take:

1. Talk to your employer: Your employer has a legal obligation to prevent sexual harassment and discrimination in the workplace. You can raise the issue with your supervisor or human resources department or follow your company's complaint procedure.
2. Seek advice from a trade union: If you are a member of a trade union, you can seek their advice and support in dealing with the issue.
3. Contact an external agency: You can report sexual harassment to the Equality and Human Rights Commission, which provides information and guidance on dealing with discrimination and harassment.
4. Make a claim to an employment tribunal: If you have experienced sexual harassment in the workplace, you can make a claim to an employment tribunal, which has the power to award compensation.
5. Report the harassment to the police: If the harassment you have experienced constitutes a criminal offense, such as assault or stalking, you can report it to the police.

It is important to report as soon as possible after experiencing sexual harassment. There are time limits for making a claim to an employment tribunal and for reporting to the police. You should also keep a record of the incident, including dates, times, and details of what happened.



Questions:

Define harassment in no more than 30 words. Give three examples of this.

What are four different forms that sexual harassment can take?

What is the key factor in defining if something is sexual harassment? Why do you think this is?

How does the Equality Act define sexual harassment?

Describe in detail the actions employees can take if they are sexually harassed at work.

Give three common types of sexual harassment in the workplace. Why do you think these are still common today?

What impact can sexual harassment at work have on a victim?

How could you report sexual harassment if it happens to you at work?

Why is it so important to take action if you are sexually harassed?

Why do you think it's important to keep a record of the incidents? How could this help?

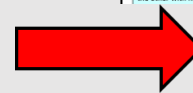


Now we know what constitutes sexual harassment, and how to report it, let's put our knowledge to the test.

You are a HR (Human Resources) Manager. It's a tough job – you have to manage all of the staff in a busy warehouse, ensure no one breaks the law and everyone works civilly and productively together. Fortunately, you don't usually have many serious complaints, but this month there have been a few instances which you need to consider carefully.

Read the reports on your sheet and decide carefully with a partner, has there been an instance of sexual harassment? Should you involve the police?

Case report from employee:	Is it sexual harassment? Will you call the police, give out warnings or fire them for misconduct?	Explain why you have decided this is the case:
<p><i>"I was unpacking the boxes with Clouid, and he kept talking about his wife – I was trying to work, but ok, whatever, I didn't mind listening. Then he started talking about how he wishes she'd do this that and the other with him in bed. I didn't want to hear about that, and I told y, he understood. Then asked me, (he reckoned, to tending of women), what I want to go to bed". Amsd Operate, Floor 5.</i></p>		
<p><i>"I night out with Amy and Cloragg and they were it would be funny (it wasn't), to do dares. I was in the dancefloor and Amy came up behind me and an. I had bosers on, but it was still humiliating." in Assistant, Warehouse 2B.</i></p>		
<p><i>"I feel really strongly around Craig. I was walking up the stairs and he was behind me and put his hand up my skirt. I turned around in pure terror and he actually smiled at me and said, 'what? You love it.'" – Emma Windsor, Finance Assistant, Floor 4.</i></p>		
<p><i>"I'm not entirely sure about this but I thought I'd report it to be on the safe side. Trevor always comes and sits next to me at lunchtime. He always asks me how I am and how my cats are. I wouldn't care but he's like, my grandpa's age. Why would I wanna' talk to him? What a creep!" Anshul Peters, Reception, Floor 5.</i></p>		
<p><i>"Mr Ferguson from Floor 4 has just offered me a promotion if I sleep with him. This is not a joke. Someone needs to expose this pervert immediately. I have a recording of it all on my phone – this isn't the first time he's said something like this." Karen Gibbs, Floor 4.</i></p>		



Case report from employee:	Is it sexual harassment? Will you call the police, give out warnings or fire them for misconduct?	Explain why you have decided this is the case:
<p><i>'I was unpacking the boxes with Claud, and he kept talking about his wife – I was trying to work, but ok, whatever, I didn't mind listening. Then he started talking about how he wishes she'd do this that and the other with him in bed. I didn't want to hear about that, and I told him so. He said sorry, he understood. Then asked me, (he reckoned, to get a better understanding of women), what I wore to go to bed.'</i> Avril Smith – Warehouse Operate, Floor 5.</p>		
<p><i>'I was on the work's night out with Amy and <u>Clarissa</u> and they were drunk and thought it would be funny (it wasn't), to do dares. I was dancing in a club on the dancefloor and Amy came up behind me and pulled my jeans down. I had boxers on, but it was still humiliating.'</i> Gene Pascal – Admin Assistant, Warehouse 2B.</p>		
<p><i>'I feel <u>really unsafe</u> around Craig. I was walking up the stairs and he was behind me and put his hand up my skirt. I turned around in pure terror and he <u>actually smiled</u> at me and said, 'what? You love it.'</i> – Emma Windsor, Finance Assistant, Floor 4.</p>		
<p><i>'I'm not entirely sure about this but I thought I'd report it to be on the safe side. Trevor always comes and sits next to me at lunchtime. He always asks me how I am and how my cats are. I wouldn't care but he's like, my grandad's age. Why would I wanna' talk to him? What a creep.'</i> Joshua Peters, Reception, Floor 5.</p>		
<p><i>'Mr Ferguson from Floor 4 has just offered me a promotion if I sleep with him. This is not a joke. Someone needs to expose this pervert immediately. I have a recording of it all on my phone – this isn't the first time he's said something like this.'</i> Karen <u>Gibble</u>, Floor 4.</p>		

Case report from employee:

Is it sexual harassment?

Will you call the police, give out warnings or fire them for misconduct?

'I was unpacking the boxes with Claud, and he kept talking about his wife – I was trying to work, but ok, whatever, I didn't mind listening. Then he started talking about how he wishes she'd do this that and the other with him in bed. I didn't want to hear about that, and I told him so. He said sorry, he understood. Then asked me, (he reckoned, to get a better understanding of women), what I wore to go to bed.' Avril Smith – Warehouse Operate, Floor 5.

It is sexual harassment.

This is certainly worthy of a written warning (anything like this again and he's fired). Speak to Avril – she may want to take things further, if so he could be suspended for gross misconduct. This could be seen by the police as a 'he said/she said' case – but Avril may want to involve them depending on how she feels about the work sanctions.

'I was on the work's night out with Amy and Clarissa and they were drunk and thought it would be funny (it wasn't), to do dares. I was dancing in a club on the dancefloor and Amy came up behind me and pulled my jeans down. I had boxers on, but it was still humiliating.' Gene Pascal – Admin Assistant, Warehouse 2B.

This is sexual harassment – however – it didn't happen on work property.

It is certainly appropriate to speak to Amy and Clarissa about their behaviour as it was a works night's out – but – it will be up to Gene if he wants to call the police for the incident as it was in a public environment.

'I feel really unsafe around Craig. I was walking up the stairs and he was behind me and put his hand up my skirt. I turned around in pure terror and he actually smiled at me and said, 'what? You love it.' – Emma Windsor, Finance Assistant, Floor 4.

This is very serious sexual harassment. Craig must be let go from the company immediately (suspended for gross misconduct, pending a serious investigation leading to permanent dismissal). This is a serious crime (sexual assault) which has happened at work and the police should be involved immediately, however, ultimately how far this is pursued will be up to Emma.

'I'm not entirely sure about this but I thought I'd report it to be on the safe side. Trevor always comes and sits next to me at lunchtime. He always asks me how I am and how my cats are. I wouldn't care but he's like, my grandad's age. Why would I wanna' talk to him? What a creep.' Joshua Peters, Reception, Floor 5.

This is not sexual harassment, nor is there any indication that Trevor was doing anything except being friendly. Have a word with Joshua about the seriousness of real sexual harassment claims.

'Mr Ferguson from Floor 4 has just offered me a promotion if I sleep with him. This is not a joke. Someone needs to expose this pervert immediately. I have a recording of it all on my phone – this isn't the first time he's said something like this.' Karen Gibble, Floor 4.

This is sexual harassment and a serious abuse of power. There are grounds to involve the authorities (witnesses, recordings, not the first time it's happened). This could be a difficult one if Mr Ferguson is high up in the company (the company owners will have to be involved) – but in the eyes of the law it makes no difference.

How do you report something you are concerned about?

- It is important to us that all of you feel safe, happy and belong at Thornden.
- We also know that sometimes it is not as easy as simply telling a member of staff
- It could be:
 - A friend you are worried about
 - Someone being unkind to you
 - Something you have heard and think we should know



How can you report anything you are worried about?

- Speak to a member of staff or parent / carer
- Visit the Well Being Den or Head of Year area
- On Satchel each week you will be sent a link to a form to share any worries you have
- On our school website homepage there is a 'Report a Concern' link.
- In the Student Bulletin there is a 'Report a Concern' link
- On all school desktops there is a 'Report a Concern' logo to click and report anything

Need Support? You're Not Alone

If anything in today's lesson has affected you, or you want to talk to someone, there is help available.



Mental Health & Low Mood

YoungMinds – <https://www.youngminds.org.uk>

Kooth – <https://www.kooth.com>

Mind – <https://www.mind.org.uk>

Talk to Someone

Your Tutor or Head of Year – We're here to help.

Wellbeing Team and School Nurse

Report a Concern on Satchel

Safeguarding Team with the Purple lanyards

Healthy Lifestyle

NHS Every Mind Matters – <https://www.nhs.uk/every-mind-matters>

Change4Life – <https://www.nhs.uk/change4life>

Apps That Can Help

Calm – For mindfulness and sleep.

Headspace – Meditation and stress relief.

Clear Fear – Manage anxiety (designed for young people).

MeeTwo – Anonymously talk to other teens, moderated by experts.

Eating Concerns

Beat Eating Disorders –

<https://www.beateatingdisorders.org.uk>

NHS Live Well – Eating Disorders –

<https://www.nhs.uk/mental-health/conditions/eating-disorders/>