

Sexual harassment in the workplace

3 IN 5

Women have experienced sexual harassment, bullying or verbal abuse in the workplace*

2 IN 3

Women aged 24-34 say they have experienced sexual harassment in the workplace*

43%

of women have experienced at least three incidents of sexual harassment*

Most victims don't report it for fear of not being believed, or damaging their working relationships and career prospects.

The Worker Protection (Amendment of Equality Act 2010) Act 2023

From **October 2024**, there will be an increased responsibility on businesses to take 'reasonable steps' to prevent sexual harassment in the workplace, as defined in the Equality Act 2010. Here are four key changes this amendment brings about;

1

There is no definition of 'reasonable steps' included in the Worker Protection Act, but they will be interpreted as actions that are practical, proportionate and tailored to the circumstances of the workplace.

2

The new responsibility only applies to harassment of a sexual nature. It does not apply to other harassment (based on race, age, sexual orientation, gender or religious belief).

3

The new Act also increases compensation by up to 25 per cent. It does not give employees a free-standing right to bring a claim. However, where an employee succeeds in a claim for sexual harassment, the tribunal will consider whether the new obligation has been satisfied.

4

Although the Worker Protection Act is triggered if there has been a sexual harassment claim, the uplift will apply to all of the compensation that has been awarded for any type of harassment.

Stephensons

Sources:

*<https://www.tuc.org.uk/news/new-tuc-poll-2-3-young-women-have-experienced-sexual-harassment-bullying-or-verbal-abuse-work>