

SEXUAL HARASSMENT

SEE IT. NAME IT. REPORT IT.

Sexual harassment is serious misconduct and may result in disciplinary action, including dismissal

WHAT HAPPENS WHEN YOU REPORT A CONCERN?

- ✓ We listen
- ✓ We investigate
- ✓ We take action where needed
- ✓ We keep information confidential

SEXUAL HARASSMENT IS AGAINST THE LAW

Everyone has the right to work in an environment that is safe, respectful and free from sexual harassment

WE TAKE ALL REPORTS SERIOUSLY

New Direction Support will listen to concerns, investigate complaints, take appropriate action, treat information confidentially

We will never ignore, conceal or dismiss concerns without investigation.

MISUSE OF POWER IS NOT ACCEPTABLE

Managers, leaders and senior staff must not:

Use authority, use influence, use seniority to pressure colleagues into personal or sexual relationships

NEED TO TALK?

If you experience or witness sexual harassment, you can speak to someone in confidence.

Contact Name: **Martin Malloch / Lindsey Nicholls**

Contact Phone Number: **01752 547252**

You will be listened to, taken seriously, and supported.
No one will be victimised for raising a concern.

(Insert manager, safeguarding lead, or HR representative details here)

SEXUAL HARASSMENT

SEE IT. NAME IT. REPORT IT.

Sexual harassment is **unwanted behaviour of a sexual nature** that:

- Violates someone's dignity, whether intended or not.
- Creates an intimidating, hostile, degrading, humiliating, or offensive environment.

REMEMBER

- Sexual harassment can happen between colleagues, with or from people you support, visitors, suppliers, or others linked to the workplace
- It is never acceptable and will not be tolerated in our organisation.

WHAT IT CAN LOOK LIKE:

Verbal / Written

- Inappropriate jokes or remarks about appearance, body, or sexuality
- Suggestive or explicit conversations
- Abusive or inappropriate texts, emails, or messages

Physical

- Unwanted touching, hugging, kissing, or groping
- Sexual assault or rape
- Inappropriate behaviour at work events, such as Christmas parties or social gatherings

Non-verbal

- Sharing or displaying sexual images or content
- Sexual gestures or staring
- Harassment that comes through visitors, contractors, or suppliers connected with the business

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