



Workplace Harassment - An Overview

WHAT CONSTITUTES 'HARASSMENT'?

A person is said to harass another if they:

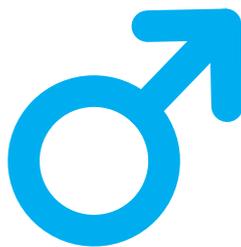
“Engage in unwanted conduct related to a relevant protected characteristic which has the purpose or effect of either: violating the Claimant’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for the Claimant”.

The protected characteristics that apply in harassment cases are: age, disability, gender reassignment, race, religion or belief, sex and sexual orientation. The Act is worded so that even if a person does not intend their conduct to be harassment it still can be if it has the effect of creating a humiliating environment for the Claimant.

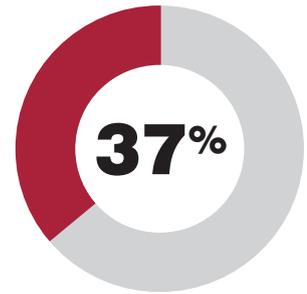
SELECTED STATISTICS*



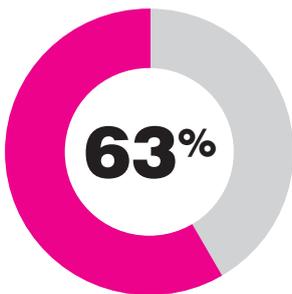
Half of British women have been sexually harassed at work or a place of study.



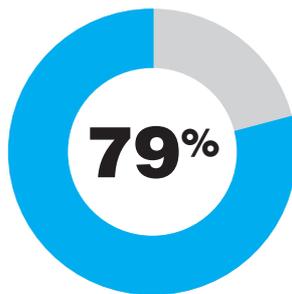
A fifth of men have been sexually harassed at work or a place of study.



37% of all men and women (53% of women and 20% of men) have experienced sexual harassment.



Of the women who said they had been harassed, 63% kept it to themselves.



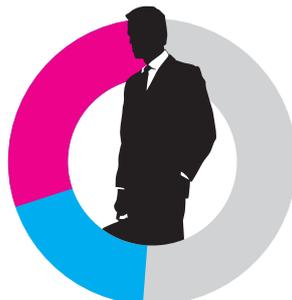
Of the men who said they had been harassed, 79% kept it to themselves.



Over a quarter of people surveyed had suffered harassment in the form of inappropriate jokes or "banter".



Nearly one in seven had suffered inappropriate touching.



30% of women and 12% of men had been targeted by a boss or senior manager.



One in 10 women who had experienced harassment said it led to them leaving their job or place of study.

WHAT TO DO IF YOU FEEL YOU'RE BEING HARASSED

First things first, your employer is duty-bound to put a stop to your colleagues' behaviour. This includes harassment both in your usual place of work, or outside the workplace at work-related events (including those of a social nature).

Should you feel harassment has taken place, you can make a claim in a tribunal against both your employer and against the colleague who is harassing you. If your employer has taken reasonable steps to stop employees from harassing each other, then they will in all likelihood have no liability. Nevertheless, a claim can still potentially be made against the colleague who has harassed you.



Morrish Solicitors LLP have a team of specialist solicitors dedicated to Workplace Harassment claims. If you feel you've been harassed at work and it has not been adequately addressed, then please contact us immediately to find out how we can help.

033 3344 9600

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