



# Preventing sexual harassment at work

The new Worker Protection (Amendment of Equality Act 2010) Act 2023 and accompanying EHRC technical guidance mark a game-changing shift in employer duties, demanding immediate action to prevent sexual harassment and protect staff.

## What it means for employers

- A new, anticipatory legal duty on every employer to take all reasonable steps to prevent the sexual harassment of employees.
- Employment tribunals now have the power to increase compensation for sexual harassment by up to 25%.

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# How we can help

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To help you navigate the new law and protect your organisation and its employees from sexual harassment, our award-winning employment law team offer bespoke, sector-specific training tailored to the individual needs of your organisation.

We have also created a **toolkit of resources** which provide you with everything you need to help your organisation comply with the new duty to take reasonable steps to prevent sexual harassment.



## Preventing Sexual Harassment at Work toolkit

A comprehensive range of best practice resources to help you comply with the new duty and reduce the incidence of sexual harassment in your workplace, which includes:

- **Preventing sexual harassment policy template** – fully customisable.
- **Staff survey to evaluate the current climate and culture** – gain insight from your workforce.
- **Risk assessment and guidance** – essential to inform your mitigating actions.
- **Suspension risk assessment template** – keep a clear record of the actions you take.

[Click here to find out more and download your toolkit.](#)

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# Key statistics

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72%

of the UK population experience sexual harassment in their lifetime.

29%

employees experienced sexual harassment at work in the previous 12 months.

15%

employees reported their experience formally, so employers will likely underestimate levels of harassment.

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Source: Government Equalities Office 2020 Sexual Harassment Survey.

## Talk to us



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