

#Reclaiming Boundaries

Respect,
Tolerance and
Solidarity
towards
Workers

Sexual Harassment includes unwelcome sexual advances, requests for sexual favours and other verbal or physical harassment of a sexual nature.

Sexual harassment has no place in the workplace. But every day, people across Northern Ireland are sexually harassed at work. 1 in 2 women have been sexually harassed at work. 2 in 3 LGB&T workers have experienced sexual harassment in the workplace. 1 in 7 men report being sexually harassed at work.

Currently in Northern Ireland there is no legal duty on employers to take proactive action to prevent this from happening.

Our laws rely on individuals reporting. The onus is on the victim to report – which can be isolating, confusing and potentially traumatic. Statistics from the 2019 ICTU survey revealed that 3 out of 4 (75%) of respondents did not feel able to report sexual harassment to their employer.

It should not be down to the individual to prevent and manage their harassment alone.

NIPSA Demands:

- 1** A new, easily enforceable legal duty requiring employers to take proactive steps to protect workers from sexual harassment and victimisation.
 - A Code of Practice which sets out exactly what employers need to do to prevent harassment and ensure that workplaces are harassment free zones. To include, among other areas of action, mandatory and comprehensive training for all staff.
 - Ability to report anonymously to the regulator, bypassing toxic workplace environments that leave victims unable to speak out
 - Consequences for employers who don't comply with the measures, making sure the onus lies with employers and not with the victim.
- 2** The Northern Ireland Executive produce a robust Gender Equality Strategy and Sexual Orientation Strategy which tackles gender and LGB&T related workplace issues, including sexual harassment.
- 3** The Northern Ireland Executive conducts proper research on the experiences of LGB&T people in the workplace.
- 4** The Government ratifies the ILO Convention 190 which mandates government to take proactive steps to prevent and deal with gender-based violence and harassment at work.



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