

Create psychological safety. Psychological safety in the workplace refers to a belief that an employee can voice their concerns, ask questions and speak up. Employees who experience or witness sexual harassment are encouraged to report it immediately.

Demonstrate a proactive approach to zero-tolerance. It should be made clear to all staff that conduct of a sexual nature is strictly off-limits in the workplace, including comments, jokes or "banter" related to sex.

Have robust policies. Ensure that you have an anti-harassment and anti-bullying policy in place and that it is communicated effectively to both employees and contractors. The policy must be supported by proactive employment practices that reflect a zero-tolerance approach.

Train line managers. Employers should encourage employee engagement and upskill line managers on how to handle complaints of harassment in the workplace. Harassment complaints must be taken seriously and investigated thoroughly.

Proactively deal with issues. Those who are on the receiving end of bullying or harassment must be aware that they can bring their complaints to the employer without fear of reprisals and that action will be taken to deal with their complaints.

Live the right behaviours. An open culture with leadership teams modelling the right behaviours is crucial in achieving greater psychological safety. Where leaders are extending trust to others and encouraging employees to ask questions or share concerns, they can look to create a safe workplace.

Be clear with employees. The consequences of bullying or harassment should be made clear to the entire workforce. Policies should include that perpetrators of bullying or harassment will face disciplinary action and staff could be personally liable for harassment.

Employers will be liable for acts of sexual harassment committed by their employees in the course of their employment unless they can show that they took all reasonable steps to prevent those acts, including those at work-related social events.

If you're unsure about how to implement any of these strategies or need HR advice and support reach out to natalie@hr2goconsultancy.co.uk 07779 508972 01279 771098