

Tackling Sexual Harassment in the Workplace 2018

Thursday 22 November 2018 | [One America Square, 17 Crosswall, London EC3N 2LB](#)

10.15	Registration & Morning Refreshments
11.00	Chair's Introduction ⇒ <i>Maria Tonks, Diversity and Inclusion Specialist</i>
11.05	Keynote Session– The EHRC's Sexual Harassment in the Workplace Inquiry ⇒ <i>Matthew Smith Representative, EHRC</i>
11.30	Putting sexual harassment at the top of the agenda: changing attitudes and cultures <ul style="list-style-type: none">• Increasing employer recognition, knowledge and responsibility around sexual harassment in the workplace• The need for strong incentives to tackle inaction• Changing expectations about behaviour and training staff to be aware of actions constituting harassment• The role of senior and middle management in stamping out sexual harassment ⇒ <i>Emma Richardson, Director of WORKSPHERE, Lewis Silkin</i> ⇒ <i>Henicka Uddin, Acas London Area Director</i>
12.45	Improving enforcement processes: supporting victims of sexual harassment <ul style="list-style-type: none">• Writing and communicating a clear sexual harassment policy• Developing effective reporting procedures and relieving the burden off the individual, including access to anonymous reporting• Handling difficult conversations effectively and with sensitivity• Developing an effective means of response to allegations• The challenges surrounding the tribunal system and the suggested next steps to increase effectiveness ⇒ <i>Rachel Reeves, Counsel, Allen & Overy</i>
13.15	Networking Lunch
14.15	Best practise: stamping out sexual harassment in your workplace <ul style="list-style-type: none">• Increasing awareness of the support available to victims inside and outside the workplace• Tackling all levels and forms of inappropriate behaviour• Giving victims the confidence to come forward• Investigating allegations in a fair and timely manner• Creating a relationship of trust between employer and employee ⇒ <i>Richard Miskella, Partner, Lewis Silkin</i>
15.15	Practise based workshop with Inclusive Employers ⇒ <i>Debbie Epstein, Senior Inclusion & Diversity Consultant</i>
15.45	Event Close