

Tackling Sexual Harassment in the Workplace 2018

Central London (Zone 1) | Thursday 22 November 2018

10.15 **Registration & Morning Refreshments**

11.00 **Chair's Introduction**

11.05 **Keynote Session– The EHRC's Sexual Harassment in the Workplace Inquiry**
⇒ *Sue Coe, Head of Employment, EHRC*

11.30 **Putting sexual harassment at the top of the agenda: changing attitudes and cultures**

- Increasing employer recognition, knowledge and responsibility around sexual harassment in the workplace
- The need for strong incentives to tackle inaction
- Encouraging a culture of openness and relieving the burden on the individual
- 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

12.30 **Improving enforcement processes: supporting victims of sexual harassment**

- 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

⇒ *Rachel Reeves, Counsel, Allen & Overy*

13.15 **Networking Lunch**

14.15 **Best practise case studies**

- 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

15.45 **Event Close**

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