

## Tackling Sexual Harassment in the Workplace

[Congress Centre, 28 Great Russell Street, London, WC1B 3LS](#) | 24 January 2018

|       |   |
|-------|---|
| 10.15 | <b>Registration &amp; Morning Refreshments</b>  |
| 11.00 | <b>Chair's Introduction</b><br>⇒ <b>Sharon Pegg</b> , <i>Diversity &amp; Inclusion Consultant</i>   |
| 11.05 | <b>The EHRC's Sexual Harassment in the Workplace Inquiry</b><br>⇒ <b>Sue Coe</b> , <i>Head of Employment, EHRC</i>  |
| 11.30 | <b>Legal Context</b> <ul style="list-style-type: none"> <li>Defining harassment in an employment context</li> <li>The legal responsibilities of employers to protect their workers</li> <li>Establishing clear and effective grievance and disciplinary procedures</li> <li>Common mistakes employers make and reducing risk</li> </ul> ⇒ <b>Paula Rome</b> , <i>Partner, Shoosmiths</i>  |
| 11.50 | <b>Changing Attitudes &amp; Cultures: Developing A Whole Organisation Response</b> <ul style="list-style-type: none"> <li>Improving ways of reporting incidents and accessing help and support</li> <li>Giving victims the confidence to think they will be believed and that actions will be taken</li> <li>The role of senior and middle-management in sexual harassment cases</li> <li>Training staff to be aware of the signs of inappropriate behaviour</li> <li>Developing effective means of response</li> <li>Changing attitudes and cultures</li> </ul> ⇒ <b>Julie Dennis</b> , <i>Head of Diversity and Inclusion, ACAS</i> |
| 13.15 | <b>Networking Lunch</b>   |
| 14.00 | <b>Best Practice Case Studies</b> <ul style="list-style-type: none"> <li>Writing and communicating a clear harassment policy</li> <li>Increasing awareness of support available to victims</li> <li>Handling difficult conversations appropriately</li> <li>Taking concerns seriously and sensitively</li> <li>Tackling inappropriate behaviour online</li> <li>Recognising when and an incident is serious enough to warrant police action</li> </ul> ⇒ <b>Fiona McClement</b> , <i>Acting Head of Equality, Diversity and Inclusion, University College London</i>  |
| 14.45 | <b>Interactive Workshop led by Inclusive Employers</b><br>⇒ <b>Debbie Epstein</b> , <i>Senior Inclusion &amp; Diversity Consultant</i> & <b>Charlotte Suttle</b> , <i>Inclusion and Diversity Consultant at Inclusive Employers</i>   |
| 15.45 | <b>Event Close</b>  |

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