

**EMPLOYERS WHO
FAIL TO ACT**

**EMPLOYERS BREACHING
THIS NEW DUTY COULD
FACE HEFTY FINES
WHERE A WORKER
BRINGS A SUCCESSFUL
CLAIM OF SEXUAL
HARASSMENT.**

They could also be
investigated by the
Equality and Human
Rights Commission
and be forced by this
body to uphold the law.

**UNITE CAN
HELP!**

**UNITE HAS THE
EXPERIENCE AND
TRACK RECORD TO
HELP YOU, YOUR
COLLEAGUES, AND,
YES, YOUR EMPLOYER
TOO, DEVELOP AND
IMPLEMENT BEST
PRACTICE TO PREVENT
SEXUAL HARASSMENT
AT WORK.**

**GET IN
TOUGH,
TODAY.**

**SCAN THE QR CODE
TO JOIN UNITE**



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**ZERO
TOLERANCE
TO SEXUAL
HARASSMENT
AT WORK.**

**THE LAW HAS
CHANGED!**



**UNITE FIGHTING FOR JOBS,
PAY AND CONDITIONS**

**UNITE - PROTECTING
YOU AT WORK**

**SEXUAL HARASSMENT IS AN
ISSUE IN EVERY SECTOR - BUT
YOU DON'T HAVE TO ACCEPT
THIS. YOUR UNION IS ON YOUR
SIDE - AND NOW SO IS THE LAW.**

**THE LAW HAS
CHANGED!**

**YOUR EMPLOYER NOW NEEDS
TO PROTECT YOU FROM SEXUAL
HARASSMENT AT WORK.**

Colleagues, customers
and service users, at
work or work-related
events, are all covered
by this law, too.

WHAT IS THE NEW LAW?

**ON 26 OCTOBER
2024 THE WORKER
PROTECTION
(AMENDMENT OF
EQUALITY ACT 2010)
ACT 2023 BECAME LAW.**

This means that from
now on, employers
must take reasonable
steps to protect their
workers from being
sexually harassed
at work.

**WHAT DOES IT
MEAN FOR YOU?**

**THESE POLICIES ARE
NOT LIMITED TO
PROTECTION FROM
SEXUAL HARASSMENT
FROM COLLEAGUES,
THE NEW LAW REQUIRES
THAT YOUR EMPLOYER
MUST ALSO TAKE
STEPS TO PROTECT YOU
FROM THIRD PARTY
HARASSMENT.**

This means you should
also be protected from
sexual harassment by
customers or services
users.

**YOU MUST NOW
BE PROTECTED AT
WORK EVENTS TOO**

**THE NEW DUTY
ALSO MEANS YOUR
EMPLOYER HAS TO TAKE
STEPS TO PREVENT
SEXUAL HARASSMENT
THAT OCCURS "IN
THE COURSE OF
EMPLOYMENT".**

This will include behaviour
and incidents occurring
during work-related events,
such as office parties and
work conferences.