

INDUSTRY BRIEFING:

# GUIDANCE FOR EMPLOYERS



**Safe to Speak Up? Tackling  
sexual harassment in the UK  
film and television industry**

# Summary

**Sexual harassment and violence** are still occurring in the UK film and television industry, and there is evidence that employers are still not fulfilling their **legal obligations** to **prevent** and **respond to** sexual harassment in the workplace.

To make it safe to speak up about sexual harassment at work, employers can take these steps:

- **Follow the most recent Advisory, Conciliation and Arbitration Service (Acas) (2021) and European Human Rights Commission (EHRC) (2020) guidance** on responding to sexual harassment reports.
- If **informal responses** are used, ensure they are carefully implemented and documented.
- If someone reports **sexual harassment that is also a criminal offence**, talk to them about whether they want to tell the police, and support them if they do.
- Before sharing any messaging that encourages people to report/speak up, make sure that there are appropriate reporting structures in place.
- Run **training for line managers** based on the findings of the report Safe to Speak Up?
- Industry events organisers: assume that sexual violence and harassment *are* occurring at events and take a strategic approach to preventing and responding to them.
- Broadcasters have recently announced their funding commitment to the establishment of the Creative Industries Independent Standards Authority (CIISA): **streamers, production companies and studios must now also commit to funding and supporting it.**

employers are still not fulfilling their legal obligations to prevent and respond to sexual harassment in the workplace



# What do we know about sexual harassment in the UK film and television industry?

## Key findings from earlier research

According to *The Looking Glass '19*,<sup>1</sup> a major industry survey carried out in 2019 and published in early 2020:

- **39% of women** working in film and TV had been subjected to sexual harassment at work at some point in their careers
- **freelancers, bisexual people and disabled people** were more at risk

A follow-up study in 2021 found that **11% of all workers** had experienced sexual harassment in the last year alone.<sup>2</sup> Despite this, a subsequent survey found that nearly half of **managers** felt ill-equipped to handle behavioural issues.<sup>3</sup>

# 11%

of all workers had experienced sexual harassment in the last year

1 Wilkes, M., Carey, H., & Florisson, R. (2020). *The Looking Glass*. The Film and TV Charity. <https://filmtvcharity.org.uk/wp-content/uploads/2020/02/The-Looking-Glass-Final-Report-Final.pdf>

2 The Film and TV Charity (2022). *Mental Health in the Film and TV Industry after Covid*. [https://filmtvcharity.org.uk/wp-content/uploads/2022/02/LookingGlassReport\\_2021\\_Final.pdf](https://filmtvcharity.org.uk/wp-content/uploads/2022/02/LookingGlassReport_2021_Final.pdf)

3 Bright Purpose (2022). *The Whole Picture Programme Evaluation. Final Report*. <https://filmtvcharity.org.uk/wp-content/uploads/2023/02/Whole-Picture-Programme-Evaluation-Final-Report-v3.0.pdf>



## Key findings from Safe to Speak Up?

Building on these survey-based studies, the Safe to Speak Up?<sup>4</sup> research project interviewed people in the UK film and television industry who had **experienced** or **been involved in reporting** sexual harassment or violence at work since 2017.

- Nearly six years on from the 2017 #MeToo movement, the UK film and television industry is still not fulfilling its **legal obligations** to **prevent** and **respond to** sexual harassment in the workplace.
- **Gender inequalities are enabling sexual harassment and violence** – especially where men hold positions of power, or roles are segregated by gender.
- **Sexual harassment and violence** are more common in some industry workplaces than others.
- Most of the incidents described by interviewees had occurred **since 2020**.
- **Impacts** of sexual harassment included:
  - loss of jobs, careers, confidence and opportunities for networking and development
  - ongoing feelings of shame or self-doubt
  - panic attacks
- In many workplaces, interviewees were **unaware of any mechanisms to tackle this issue**.
- Managers often rely on **informal responses** to handle sexual harassment, even when this isn't what the people who report it want.
- #MeToo has led to some positive changes, but also to a backlash and some cover-ups. Also, some interviewees had been **encouraged to speak out** about harassment and abuse, but were then punished or victimised.
- Overall, the study found that it wasn't always safe to speak up about sexual harassment and violence at work.

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4 Bull, A. (2023). *Safe to Speak Up? Sexual harassment in the UK film and television industry since #MeToo*. <https://xrstories.co.uk/publication/safe-to-speak-up-sexual-harassment-in-the-uk-film-and-television-industry>

# What needs to happen?

Employers should both **prevent** and **respond to** sexual harassment in the workplace.

## Existing guidance

Existing resources on handling sexual harassment in the workplace that cover the key points of **prevention and response**:

- **Acas** guidance on handling a sexual harassment report, as well as accompanying guidance on investigations and disciplinary procedures<sup>5</sup>
- **EHRC** guidance on sexual harassment in the workplace<sup>6</sup>
- the **British Film Institute's** (BFI's) 'practical workplace guide for the prevention of bullying, harassment and racism in the screen industries'<sup>7</sup>
- **Prospect** and **Bectu's** 'workplace guide to dealing with sexual harassment'<sup>8</sup>
- the **Fawcett Society**, **TIME'S UP UK** and **Rosa's** project Tackling Sexual Harassment in the Workplace<sup>9</sup>

## Training and culture change resources include:

- the **Film and TV Charity's** Whole Picture Toolkit For mentally healthy productions and Support for Employers<sup>10</sup>
- resources from **ScreenSkills**: a training module on bullying and harassment;<sup>11</sup> and online training in dealing with bullying and harassment for anyone contracted or freelancing in a managerial position in high-end TV (HETC) and unscripted TV<sup>12</sup>
- resources from the **British Independent Film Awards (BIFA)**: a training module on bullying and harassment;<sup>13</sup> and training in prevention of and intervention in bullying and harassment, which gives people in



5 Acas (2021). *Handling a sexual harassment complaint*. <https://www.acas.org.uk/sexual-harassment/handling-a-sexual-harassment-complaint>; Acas (11 March 2015). *Code of Practice on disciplinary and grievance procedures*. <https://www.acas.org.uk/acas-code-of-practice-for-disciplinary-and-grievance-procedures/html>

6 EHRC (January 2020). *Sexual harassment and harassment at work*. [https://www.equalityhumanrights.com/sites/default/files/sexual\\_harassment\\_and\\_harassment\\_at\\_work.pdf](https://www.equalityhumanrights.com/sites/default/files/sexual_harassment_and_harassment_at_work.pdf)

7 BFI (no date). *Guidance: A practical workplace guide for the prevention of bullying, harassment and racism in the screen industries*. <https://www.bfi.org.uk/inclusion-film-industry/bullying-harassment-racism-prevention-screen-industrie>

8 Prospect & Bectu (2018). *A workplace guide to dealing with sexual harassment*. <https://library.prospect.org.uk/download/2018/01069>

9 Fawcett Society, TIME'S UP & Rosa (2020). *Tackling sexual harassment in the workplace: Report on employer actions to prevent and respond to workplace sexual harassment*. <https://www.fawcettsociety.org.uk/tackling-sexual-harassment-in-the-workplace>

10 The Film and TV Charity (no date). *The Whole Picture Toolkit*. <https://wholepicturetoolkit.org.uk/>; The Film and TV Charity (2023). *Support for Employers*. <https://filmtvcharity.org.uk/your-support/support-for-employers/>

11 ScreenSkills (no date). *Tackling harassment and bullying at work*. <https://www.screenskills.com/online-learning/learning-modules/tackling-harassment-and-bullying-at-work/>

12 ScreenSkills (no date). *Anti-bullying and harassment training*. <https://www.screenskills.com/bookings/bullying-harassment-training/>

13 BIFA (2022). *Anti-bullying and harassment training 2022/23*. <https://www.bifa.film/event/anti-bullying-and-harassment-training-2022-23/>

positions of responsibility the confidence and skills to handle incidents, allegations or reports of inappropriate behaviour<sup>14</sup>

### New sector initiatives:

- Work is underway to set up the **Creative Industries Independent Standards Agency (CIISA)**. The CIISA is an independent body spearheaded by TIME'S UP UK, an organisation that has been campaigning to improve standards of behaviour across film and TV over the last five years. It aims to:

*uphold and improve standards of behaviour across the creative industries and to prevent and tackle all forms of bullying and harassment, including bullying and harassment of a discriminatory nature ... [through] proactive interventions and advice, providing a single place of accountability where behaviours of concern can be reported and investigated, and building capability to prevent and tackle bullying and harassment.*<sup>15</sup>

Broadcasters have recently announced their funding commitment to the CIISA. **Streamers, production companies and studios must now also commit to funding and supporting it.**

### Employers should ensure their policies follow the most recent guidance in this area.

- In 2021, Acas updated their guidance for employers on handling sexual harassment complaints in the workplace.<sup>16</sup> This provides an easy-to-read overview of what employers should have in place for responding to reports. Similarly, the EHRC produced guidance in 2020. **Employers should ensure that their policies and procedures have been updated since this guidance was published.**
- Policies should also outline whether sexual harassment constitutes **gross misconduct**. And if they use the term 'zero tolerance', they need to explain what this means in this workplace.

## Informal approaches

This study revealed a **reliance on informal approaches**<sup>17</sup> for handling sexual harassment. But informal handling was not always appropriate or effective.

**Key principles** for informal approaches to addressing sexual harassment:

- Informal approaches need to be carefully **implemented and documented**.



<sup>14</sup> For further information and to enquire about availability, see *BIFA Equality, Diversity & Inclusion Training – Expression of Interest*. <https://members.bifa.film/form/bifa-ed-training-expression-of-interest>

<sup>15</sup> The CIISA website: <https://ciisa.org.uk/>

<sup>16</sup> Acas (2021). *Handling a sexual harassment complaint*. <https://www.acas.org.uk/sexual-harassment/handling-a-sexual-harassment-complaint>

<sup>17</sup> This section draws on this source: Bull, A., & Shannon, E. (2023) *Higher Education After #MeToo. The 1752 Group*. <https://1752group.com/higher-education-after-metoo/>; and advice from expert consultant Mark Dean from Enmasse: <https://enmasse2.com/mark-bio>

- If the reporting party wants, steps can be taken to make sure they have **little or no contact with the accused party**.
- **Behavioural interventions can be put in place** to ensure that, moving forward, the accused party's behaviour is appropriate. Example: outlining agreed modes of communication.
- The person who has been harassed should never be asked to **directly approach** the person responsible, or to **undergo mediation** with them.
- Where there are **multiple informal reports**, an employer may need to proactively open up an investigation.

See **further details in the Appendix**. In addition, the Film and TV Charity has produced a three-tiered approach for addressing different levels of harassment and bullying. 'Tier One' outlines an approach for addressing 'moderate' incidents, explaining what informal responses might look like, and when they are appropriate. For example, a 'moderate' incident is one where there is no risk of repeat behaviour and the people reporting the incident are generally okay.<sup>18</sup>

## Should employers report criminal offences in the workplace to the police?

- Sexual harassment is sometimes a criminal offence.
- If a worker discloses sexual harassment at work that constitutes a criminal offence, the employer should talk to them about whether they want to tell the police. The employer should also support the worker if they choose to report it.
  - **The employer shouldn't put any pressure on them** to make any particular decision. If they don't want to tell the police, they don't have to.<sup>19</sup>
- Employers also have a duty of care to their other employees: they may need to take action, for example by investigating the report even if the police are not involved.
- Wherever possible, survivors should be given choice and control over any actions taken, including reporting to the police. This is important because acts of sexual violence take away choice and control. Responses to sexual violence should empower survivors and give them back control.

See **further details in the Appendix**, and in 'Tier Three' of the Film and TV Charity's 'Listen, Acknowledge, Act' framework.<sup>20</sup>

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18 The Film and TV Charity (2023). *Listen, Acknowledge, Act*. <https://filmtvcharity.org.uk/your-support/support-for-employers/listen-acknowledge-act/>

19 Acas (2021). *Handling a sexual harassment complaint*. <https://www.acas.org.uk/sexual-harassment/handling-a-sexual-harassment-complaint>. See also pp.73–74 of this more detailed guidance from the EHRC: EHRC (January 2020). *Sexual harassment and harassment at work*. [https://www.equalityhumanrights.com/sites/default/files/sexual\\_harassment\\_and\\_harassment\\_at\\_work.pdf](https://www.equalityhumanrights.com/sites/default/files/sexual_harassment_and_harassment_at_work.pdf)

20 The Film and TV Charity (2023). *Listen, Acknowledge, Act*. <https://filmtvcharity.org.uk/your-support/support-for-employers/listen-acknowledge-act/>

Build trust and transparency by publishing data and case studies that illustrate your approach to handling sexual harassment reports



## Further steps for employers to ensure a safer workplace

1. Before sharing any messaging that encourages people to report/speak up, make sure that there are **appropriate reporting structures** in place:
  - a. There is an **appropriate policy and a procedure**, and these are **publicly available**.
    - A policy can also indicate informal steps to address sexual harassment
  - b. **Staff handling reports** know what to do:
    - They know the difference between **formal and informal reports**.
    - They know where to **signpost employees** to get specialist support after sexual violence.
    - If they need to, they will work with **trade union representatives** to understand any wider structural problems, and/or ensure that **HR support** external to the company is available to carry out **formal investigations**.
2. Implement **training**
  - a. **Training for managers** on how to handle reports of harassment should be made available to all industry workers. This includes freelancers whose role includes responsibility for the well-being of others. Senior leaders should also aim to recruit, retain and reward line managers who create positive work cultures and display good people-management skills.
    - **British Independent Film Awards C.I.C. (BIFA)** has developed training in prevention of and intervention in bullying and harassment. This course gives people in positions of responsibility the confidence and skills to handle incidents, allegations or reports of inappropriate behaviour.<sup>21</sup>
    - **ScreenSkills** offers online training in dealing with bullying and harassment for anyone contracted or freelancing in a managerial position in high-end TV (HETC) and unscripted TV.<sup>22</sup>
  - b. **Training for all employees** should cover how to recognise sexual harassment at work, how to be an active bystander, and where to go for help and support including support for the person directly affected.
  - c. **Training should also address attitudes** that minimise and excuse sexual harassment and violence, such as 'himpathy' and 'rape myths'.<sup>23</sup>
3. Build trust and transparency by publishing **data and case studies** (where possible) that illustrate their approach to handling sexual harassment reports

21 For further information and to enquire about availability, see *BIFA Equality, Diversity & Inclusion Training – Expression of Interest*. <https://members.bifa.film/form/bifa-ed-training-expression-of-interest>

22 ScreenSkills (no date). *Anti-bullying and harassment training*. <https://www.screenskills.com/bookings/bullying-harassment-training/>

23 For more detail on 'himpathy', see Manne, K. (2017). *Down Girl: The Logic of Misogyny*. New York, NY: Oxford University Press, pp.197, 201; for more detail on 'rape myths', see Crown Prosecution Service (21 May 2021). *Rape and Sexual Offences – Annex A: Tackling Rape Myths and Stereotypes*. <https://www.cps.gov.uk/legal-guidance/rape-and-sexual-offences-annex-tackling-rape-myths-and-stereotypes>



4. Recognise that **casual and contract workers** may be especially vulnerable, and implement extra steps to protect them at work.
  - a. Freelancers are also more likely than permanent staff to need to report sexual harassment that has occurred in a previous workplace (rather than a current one). Because of this, employers should investigate reports received after the end of a contract. (See '5.4 A good practice example' in the full Safe to Speak Up? report.)

## Industry events

Industry events present a particularly high risk of sexual harassment and violence. Event organisers need to **assume that sexual violence and harassment occur on a regular basis** at their events and take a strategic approach to tackling this.

- **Part 5 of the Safe to Speak Up? report** explains in more detail how **industry event organisers** should prevent and respond to sexual harassment and violence.
- See also the briefing from the Screen Industries Growth Network (SIGN) on organising inclusive informal events in the games industry.<sup>24</sup>

## Further reading

This guidance for employers is accompanied by:

- the full report – Anna Bull (2023), *Safe to Speak Up? Sexual harassment in the UK film and television industry since #MeToo*
- a summary version
- a policy briefing, aimed at legislators and industry leaders

All are available here: <https://xrstories.co.uk/publication/safe-to-speak-up-sexual-harassment-in-the-uk-film-and-television-industry>

<sup>24</sup> Ozimek, A., & Rueda, C. (13 January 2022). *Organising Inclusive Informal Events in the Games Industry, Best Practice Guide*. SIGN. <https://ukie.org.uk/resources/organising-inclusive-informal-events-in-the-games-industry-best-practice-guide>



## About the author

Dr Anna Bull is a Senior Lecturer in Education and Social Justice at the University of York. She is also a founder and director of The 1752 Group,<sup>25</sup> a research and campaigning organisation addressing sexual harassment in higher education.

Thanks to Deeba Syed from Rights of Women and Mark Dean from Enmasse for contributing to this briefing, as well as to the Film and TV Charity and TIME'S UP UK for feedback on drafts.

## Support and advice

The following support and advice are available for those experiencing sexual harassment and violence in the UK screen industries.

### For all genders:

- The Film and TV Charity Bullying Advice Service:  
<https://filmtvcharity.org.uk/your-support/bullying/>
- Emotional support for sexual violence/harassment:
  - from the Survivors' Trust: <https://www.thesurvivorstrust.org/pages/faqs/category/national-helplines>
  - from Galop (for LGBT+ people): <https://galop.org.uk/get-help/helplines/>
- TIME'S UP UK Guide to Working in Entertainment:  
<https://www.timesupuk.org/find-help/guides/>

### For women:

- Legal advice for women experiencing sexual harassment in the workplace:
  - Rights of Women helpline: <https://rightsofwomen.org.uk/get-advice/sexual-harassment-at-work-law/>
- Emotional support for sexual violence/harassment (including for bystanders):
  - Rape Crisis England and Wales:  
<https://rapecrisis.org.uk/get-help/want-to-talk/>
  - Rape Crisis Scotland:  
<https://www.rapecrisisscotland.org.uk/contact-support/>
  - Rape Crisis Northern Ireland:  
<https://rapecrisisni.org.uk/get-help-now/>

Disclaimer: This brief does not represent the views of the University of York as an institution.

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<sup>25</sup> The 1752 Group website: <http://www.1752group.com/>

# Appendix: Key issues

## Issue 1: Informal approaches

This study revealed a **reliance on informal approaches**<sup>26</sup> for handling sexual harassment in the screen industries.

It is important to note that the possibility of responding informally to sexual harassment doesn't mean the employer evades **legal liability**: they still have a duty to take all reasonable steps to prevent sexual harassment. This is best done with robust formal approaches. Because of this, informal responses should be used sparingly.

### However, an informal response may be appropriate if:

- the allegation is less severe
- an informal response is what the reporting party wants, and
- there have been no other formal or informal reports about the same person's behaviour

It is important to address low-level incidents proactively, and informal approaches can be important for this. **Policies should outline thresholds** at which informal approaches should apply, and where they are not appropriate.

The Film and TV Charity has produced a 'Tier One' approach for 'moderate' incidents, which outlines a helpful framework for informal responses.<sup>27</sup>

### Informal approaches need to be carefully implemented and documented.

Informal approaches that can be useful in addressing sexual harassment (rather than bullying and harassment in general):

- A line manager can informally **let the person responsible for harassment know that concerns have been raised** about their behaviour.
  - This is a neutral step; it does not involve any assumption that the behaviour has taken place.
  - This step can take place without telling the person responsible for harassment *who* has raised the concerns.
- Such a meeting should be **documented with notes**, which the accused party has a chance to approve.
- If the reporting party wants, steps can be taken to make sure they have **little or no contact with the accused party**.
  - This would be via a voluntary agreement with the accused party. Such a step should not disadvantage either party.
- **Behavioural interventions can be put in place** to ensure that, moving forward, the accused party's behaviour is appropriate – for example, by outlining agreed modes of communication.
  - Such interventions need to have **strict terms of reference**. These should include an explicit statement about what will happen if the responding party does not comply with the behavioural agreements. Wherever legally permissible, and in line with Acas guidance on dismissal,<sup>28</sup> this should state the possibility of dismissal (with or without notice).
    - In such cases, it is strongly advised that the parties get:
      - follow-up **coaching**
      - **support**
      - (especially for the responding party) **monitoring** to ensure that any documented behaviour change commitments are being fully met
    - Employers may need to draw on **expertise from outside providers** who have knowledge of gender-based violence and harassment.
    - As above, any steps taken should be **clearly documented**.
- It is never appropriate to ask or expect the person targeted for harassment to **directly approach** the person responsible.
- Where there are **multiple informal reports**, an employer may need to proactively open up an investigation.<sup>29</sup>

26 This section draws on this source: 1752 Group (2023) *Higher Education After #MeToo*. <https://1752group.com/higher-education-after-metoo/>; and advice from expert consultant Mark Dean from Enmasse: <https://enmasse2.com/mark-bio>.

27 The Film and TV Charity (2023). *Listen, Acknowledge, Act*. <https://filmtvcharity.org.uk/your-support/support-for-employers/listen-acknowledge-act/>

28 Acas (28 July 2022). *Dismissals*. <https://www.acas.org.uk/dismissals>

29 See guidance from The 1752 Group and McAllister Olivarius on taking action in the absence of a formal report: [https://1752group.files.wordpress.com/2020/03/the-1752-group-and-mcallister-olivarius\\_briefing-note-1.pdf](https://1752group.files.wordpress.com/2020/03/the-1752-group-and-mcallister-olivarius_briefing-note-1.pdf)

## Issue 2: Should employers report criminal offences in the workplace to the police?

While not all incidents of sexual harassment are criminal offences, in the research report *Safe to Speak Up?* interviewees described experiencing behaviours at work that were also criminal offences, including indecent exposure, sexual assault and rape. Other criminal offences that may occur in the workplace include stalking (including from current or former partners), domestic abuse and coercive/controlling behaviour.

Workplace behaviour sometimes constitutes *both* a criminal offence *and* a breach of an internal policy or workplace code of conduct. These two matters need to be addressed separately. **Employers may take disciplinary action under their policies regardless of whether the behaviour is reported to the police.**

**Acas** is a non-departmental public body of the UK government. It provides guidance on handling complaints at work including in relation to sexual harassment. Acas advises that if a worker discloses sexual assault or rape at work:

*[The employer] should talk to them about whether they want to tell the police, and should support them if they choose to report it. [...] [The employer] should not put any pressure on them to make any particular decision. If they do not want to tell the police, they do not have to.*<sup>30</sup>

In such cases, while supporting the agency of the reporting party **the employer will need to take action regardless of whether the survivor reports to the police:** they have a duty of care to their employees to ensure that further harm does not occur. This duty of care has to be considered alongside the principle of empowering survivors of sexual violence by giving them choice over how the situation is handled.<sup>31</sup> Acts of sexual violence take away choice and control, and an important part of recovery is ensuring that, wherever possible, survivors are given choices about how the situation is handled. As a result, **employers have to balance the wishes of the reporting party with their wider obligations towards ensuring they are maintaining a safe workplace.**

Employers should also be prepared to **cooperate in any police investigation.** Some employers will also halt their own investigation if a police investigation starts (although they don't have to<sup>32</sup>).

In addition, sexual violence, as well as being a criminal offence, will also constitute **sexual harassment**, i.e. by creating an intimidating, hostile, degrading, humiliating or offensive environment or violating a worker's dignity. It is also a **health and safety issue.** Therefore, regardless of whether an incident is reported to the police, it is the responsibility of employers to take steps to address sexual violence – for example, by opening up a disciplinary investigation, as stated in the Acas guidance. Further information on such steps is available from Acas,<sup>33</sup> and more detailed guidance is available from the EHRC.<sup>34</sup>

30 Acas (2021). *Handling a sexual harassment complaint*. <https://www.acas.org.uk/sexual-harassment/handling-a-sexual-harassment-complaint>; see also pp.73–74 of this more detailed guidance from the EHRC: EHRC (January 2020). *Sexual harassment and harassment at work*. [https://www.equalityhumanrights.com/sites/default/files/sexual\\_harassment\\_and\\_harassment\\_at\\_work.pdf](https://www.equalityhumanrights.com/sites/default/files/sexual_harassment_and_harassment_at_work.pdf)

31 Queensland Centre for Domestic and Family Violence Research (2020). *Trauma-informed Responses to Sexual Assault*. CQ University Australia. <https://noviolence.org.au/wp-content/uploads/2020/05/Trauma-Practice-Paper-FINAL-002.pdf>

32 EHRC (January 2020). *Sexual harassment and harassment at work*. [https://www.equalityhumanrights.com/sites/default/files/sexual\\_harassment\\_and\\_harassment\\_at\\_work.pdf](https://www.equalityhumanrights.com/sites/default/files/sexual_harassment_and_harassment_at_work.pdf), p.74.

33 Acas (2021). *Handling a sexual harassment complaint*. <https://www.acas.org.uk/sexual-harassment/handling-a-sexual-harassment-complaint>

34 EHRC (January 2020). *Sexual harassment and harassment at work*. [https://www.equalityhumanrights.com/sites/default/files/sexual\\_harassment\\_and\\_harassment\\_at\\_work.pdf](https://www.equalityhumanrights.com/sites/default/files/sexual_harassment_and_harassment_at_work.pdf)