



Workplace harassment

Often our offer is clearest to those who may be accused of mistreating our members, we also have a role in supporting our colleagues who need to make a disclosure or complaint against their colleagues.

An example is that of those who report sexual harassment. The focus will seem to fall on the member who is accused but we have a role to play in the journey for the reporter. Let me be very clear, the force hold all the responsibility for welfare and hopefully the force are moving to a position where that support is clearer. In situations like this there are possible legal options, including employment tribunals, that can be explored which are possibly being missed due to the lack of clarity around what we are offering. This extends beyond sexual harassment and this is transferable, it is the hidden nature of sexual harassment which has been a challenge specifically.

Workplace harassment isn't limited to this, it can extend to discrimination or mistreatment due to any of the 9 protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

If you are treated differently after one of these reports, you could be a victim of workplace harassment, including if you are treated differently after becoming a whistle-blower.

Whistleblowing is:

You're protected by law if you report any of the following:

- a criminal offence
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the organisation is breaking the law
- you believe someone is covering up wrongdoing

(Sign posting for welfare exists from Representatives from their Rep's Welfare Toolkit)

Find your local rep on: <https://www.polfed.org/gmp/about-us/meet-the-team/>

