

# Complying with Global Workplace Harassment Laws

## UK Equality Act 2010 and Worker Protection Act 2023 – We’ve got you covered

Creating a culture free from harassment is critical to your organization’s success. According to the [UK Equality Act](#), employers have the responsibility to prevent sexual harassment of employees. With the Worker Protection Act, potential penalties for employers have increased; employers must demonstrate they have been proactively preventing workplace sexual harassment by taking “reasonable steps”. [Case law](#) shows that simply offering training on equality and diversity in a check the box fashion will not keep employers off the hook – training should be up-to-date and relevant. In effect, organizations everywhere are faced with elevated expectations by regulators and employees alike to foster a workplace culture your employees want to be a part of.

NAVEX One solutions are developed specifically to align with global regulations and promote a harassment-free culture. Our purpose-built solution is the most trusted in the industry and can help your organization meet compliance standards and reduce the uncertainty and complexity of designing a program to prevent harassment.

### The best practices for employers to promote a culture free from sexual harassment include:

**1 Provide anti-sexual harassment training to your managers and employees that:**

- Is legally vetted and covers key information outlined in the UK Equality Act
- Includes content as detailed by law such as anticipated scenarios, how to recognize, prevent and report sexual harassment
- Sets expectations from the start with a well-written, web-based code of conduct
- Acknowledges the specific characteristics of your organization.

***Did you know?** You can customize your NAVEX courses and add custom content screens to highlight important resources, address unique challenges, quiz on key learnings and more!*

**2 Establish an effective grievance mechanism and take immediate action with:**

- An incident management system that enables you to investigate reports from across your organization, from all reporting channels, in a centralized database
- Effective recording and resolution of specific incidents, escalate complaints to the appropriate stakeholders, and identify risk areas using system-wide metrics
- A central location with easy access to anonymous reporting, policies, training and your code of conduct with NAVEX One Compliance Hub

3

**Clearly communicate harassment will not be tolerated and describe appropriate conduct because:**

- Company policies can be accessed in the training courseware, making it a seamless experience for your employees to know where you stand on harassment while training on the topic
- Using policy and procedure management software ensures employees always have easy access to the most recent version of your policies on harassment and procedures for reporting complaints
- When employees have questions about policies or procedures, on-demand answers through NAVEX One Compliance Assistant, an AI-driven solution, delivers consistent information each time

Every organization is responsible for being proactive and enacting appropriate compliance efforts to prevent sexual harassment in the workplace. When done successfully, employees are better supported and respected – leading to higher productivity, greater employee satisfaction, and a stronger business overall. Contact your NAVEX representative today to get started.

*Please note that this is not intended as nor should be relied upon as legal advice, and we recommend all customers review their organization's specific compliance requirements with dedicated legal counsel.*