

# Ensuring That LGBT People Are Safe And Supported At Work: Tackling LGBT Sexual Harassment In The Workplace

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TUC

Changing the world  
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# Agenda

1. Why
2. Methodology
3. Findings
4. Recommendations for change
  - Preventative duty



## Why the TUC?



## Why conduct the research?

- TUC 2017: The Cost of being out at work
- Intelligence from affiliated unions
- LGBT+ Trade Union member Roundtable



## The Methodology

- Polling
- L, G, B and T
- Intersectionality



## Methodology – the legal definition

The Equality Act 2010 defines sexual harassment as unwanted conduct of a sexual nature which has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.



## Methodology – types of sexually harassing behaviours

We polled on 13 different types of sexually harassing behaviours, for example we asked about respondent's experiences of:

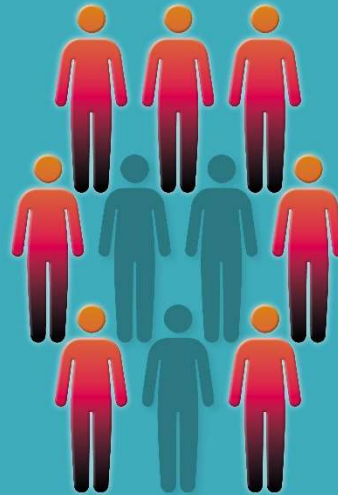
- Unwelcome verbal sexual advances - e.g. suggestions that sex with an individual from opposite sex will make you 'straight'
- Unwelcome questions/ comments about your sex life e.g. questions about how you have sex your role etc
- Hearing colleagues make comments of a sexual nature about a lesbian/gay woman, gay man, bisexual or trans colleague in front of you



Key  
findings



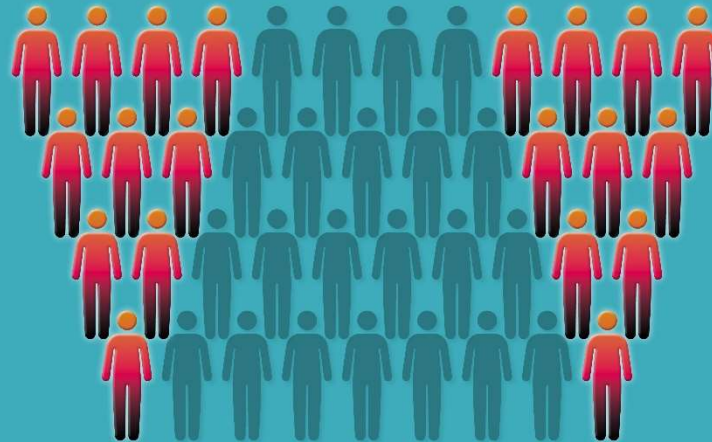
# 7 OUT OF 10 LGBT PEOPLE HAVE EXPERIENCED SEXUAL HARASSMENT AT WORK



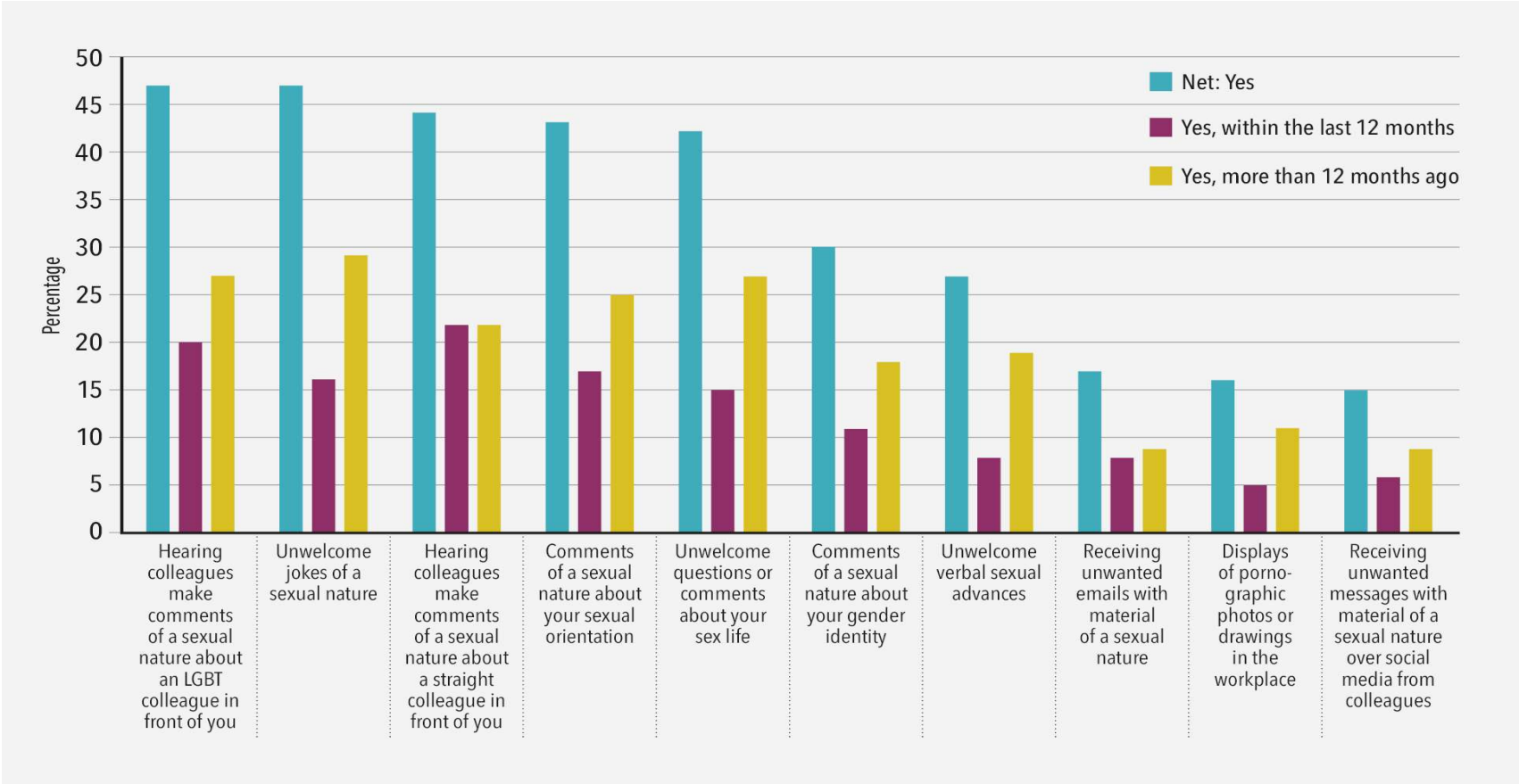
Source: ICM

# 47% OF LGBT PEOPLE HAVE HEARD COMMENTS OF A SEXUAL NATURE

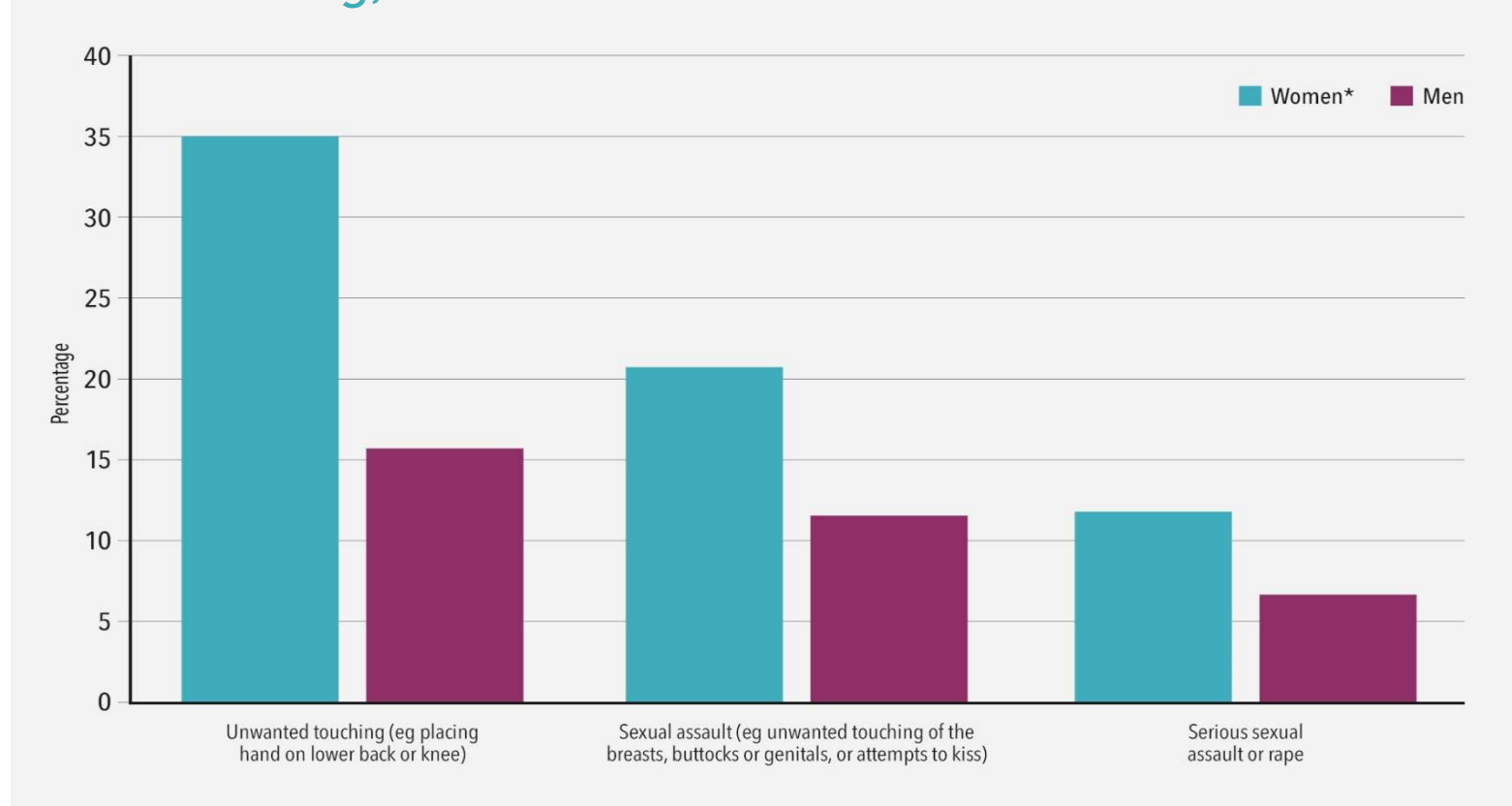
ABOUT A LESBIAN, GAY, BISEXUAL  
OR TRANS COLLEAGUE AT WORK



Source: ICM



## Unwanted touching, sexual assault and serious sexual assault and rape

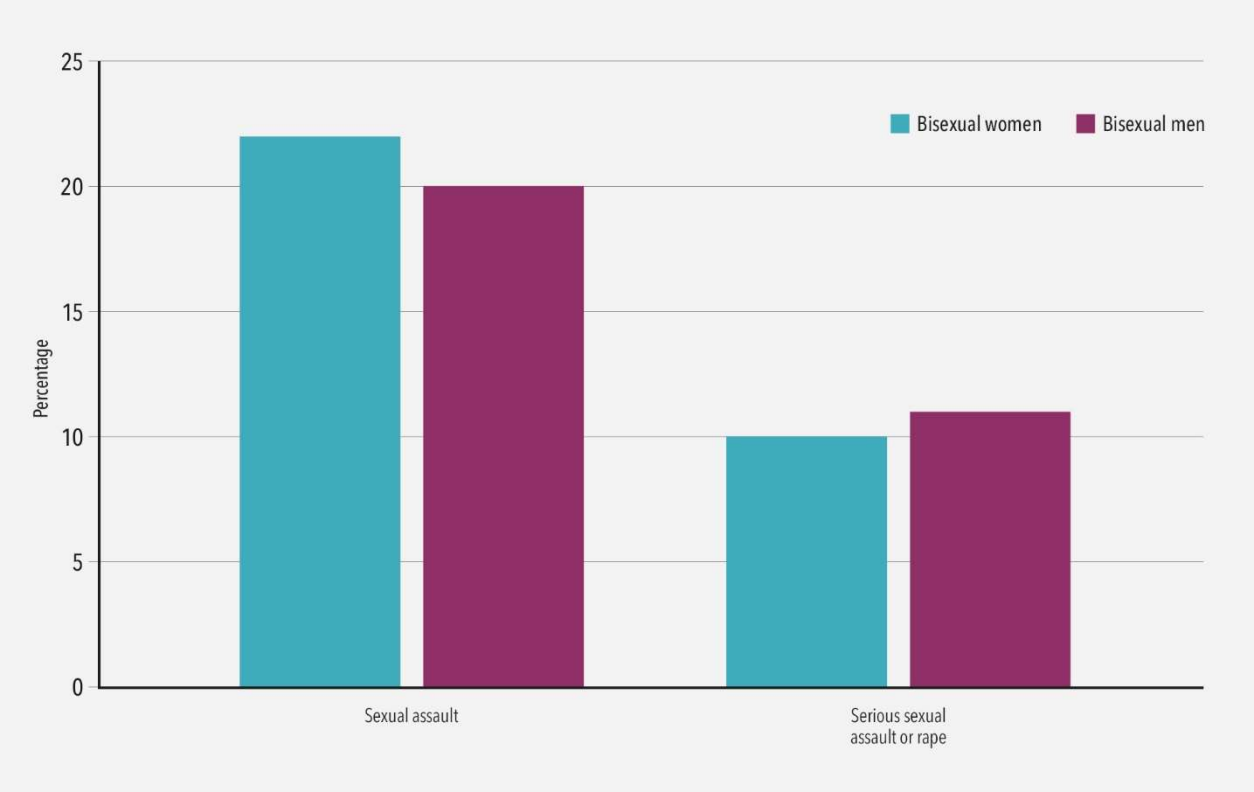


**1 IN 8 LGBT WOMEN  
HAVE BEEN SERIOUSLY  
SEXUALLY ASSAULTED  
OR RAPED AT WORK**

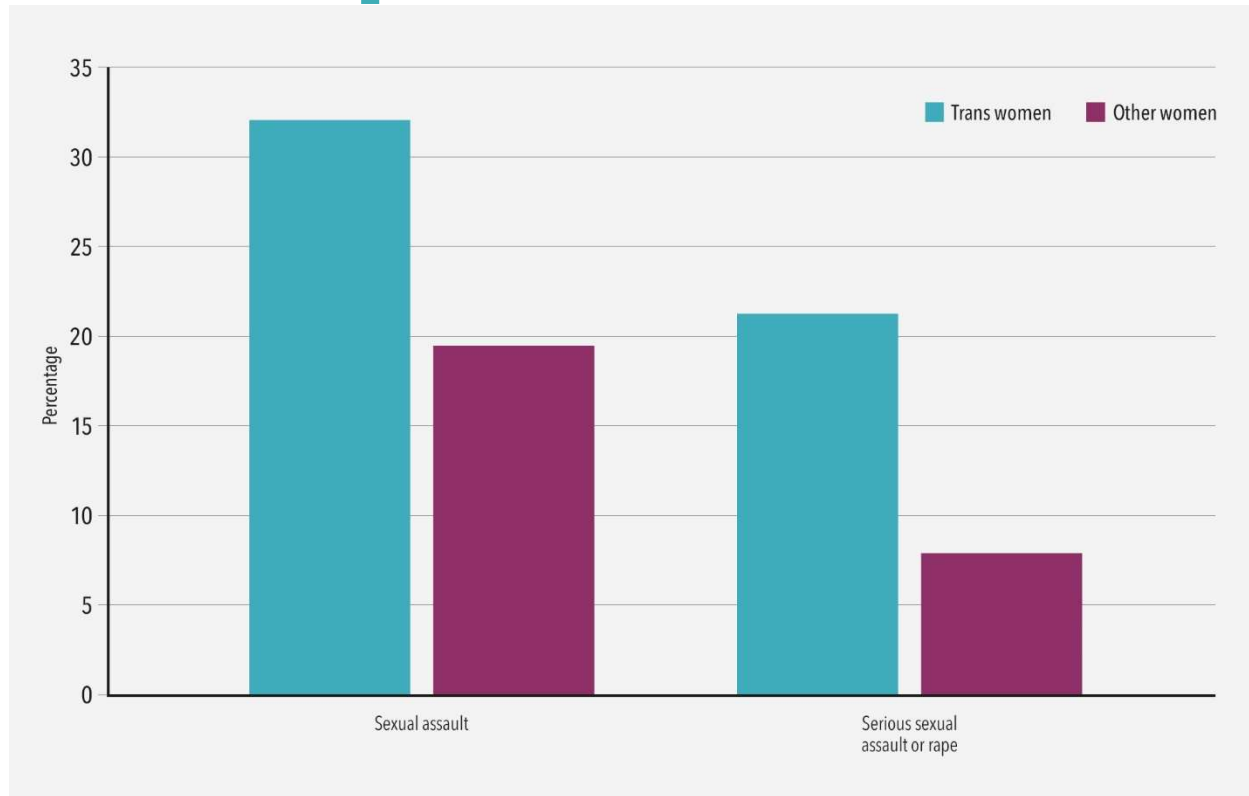


*Source: ICM*

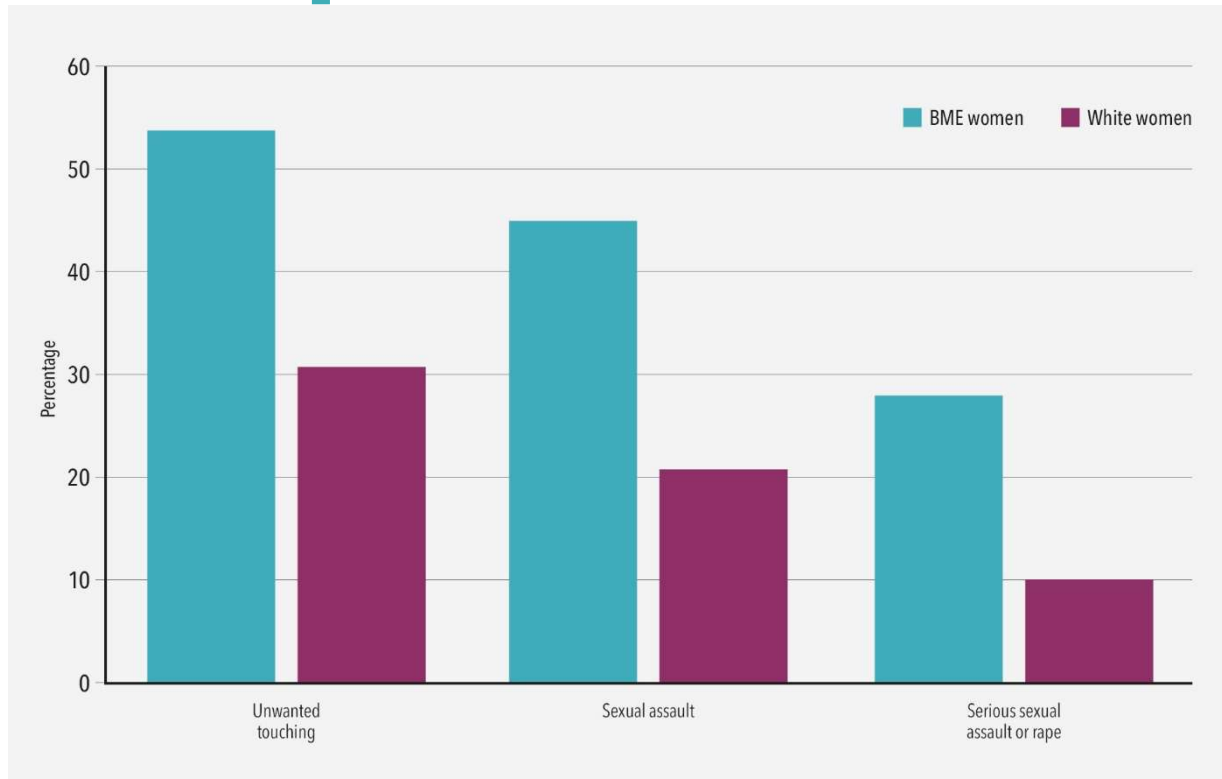
# Bisexual people's experiences



# Trans women's experiences

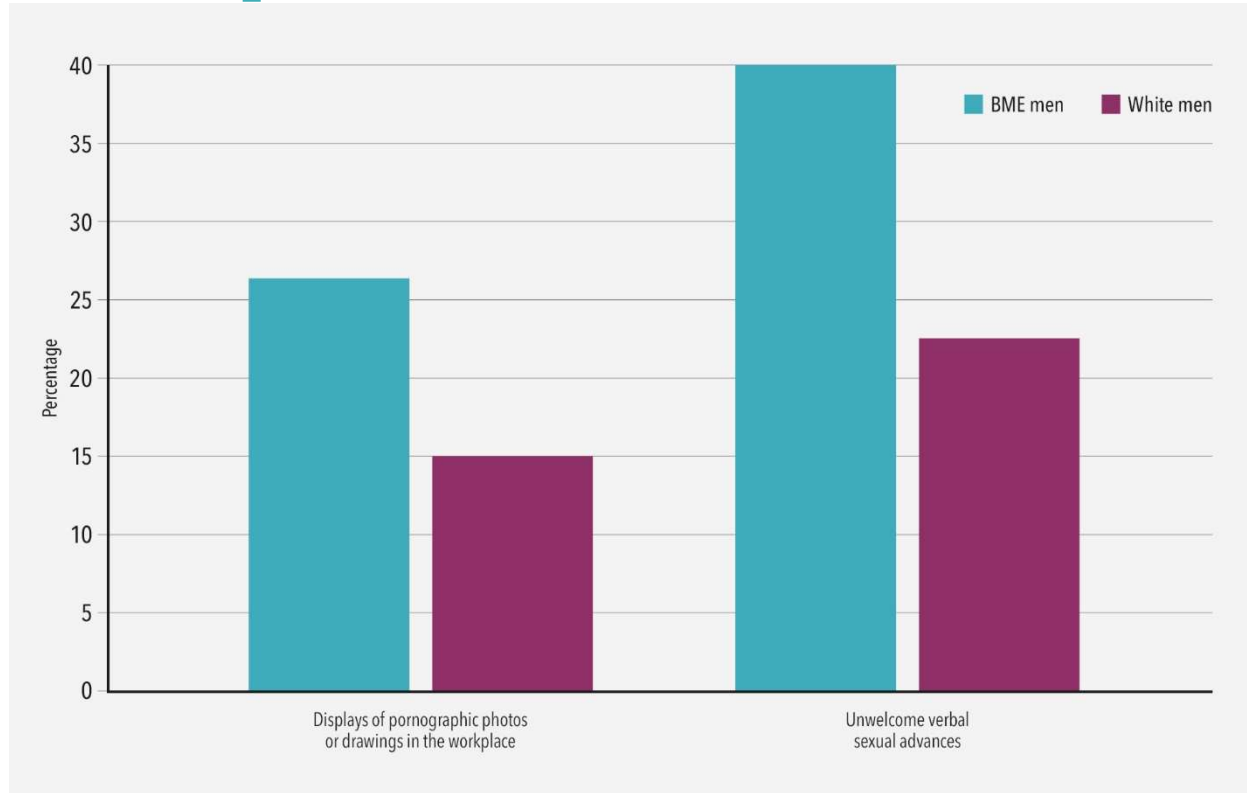


# BME women's experiences

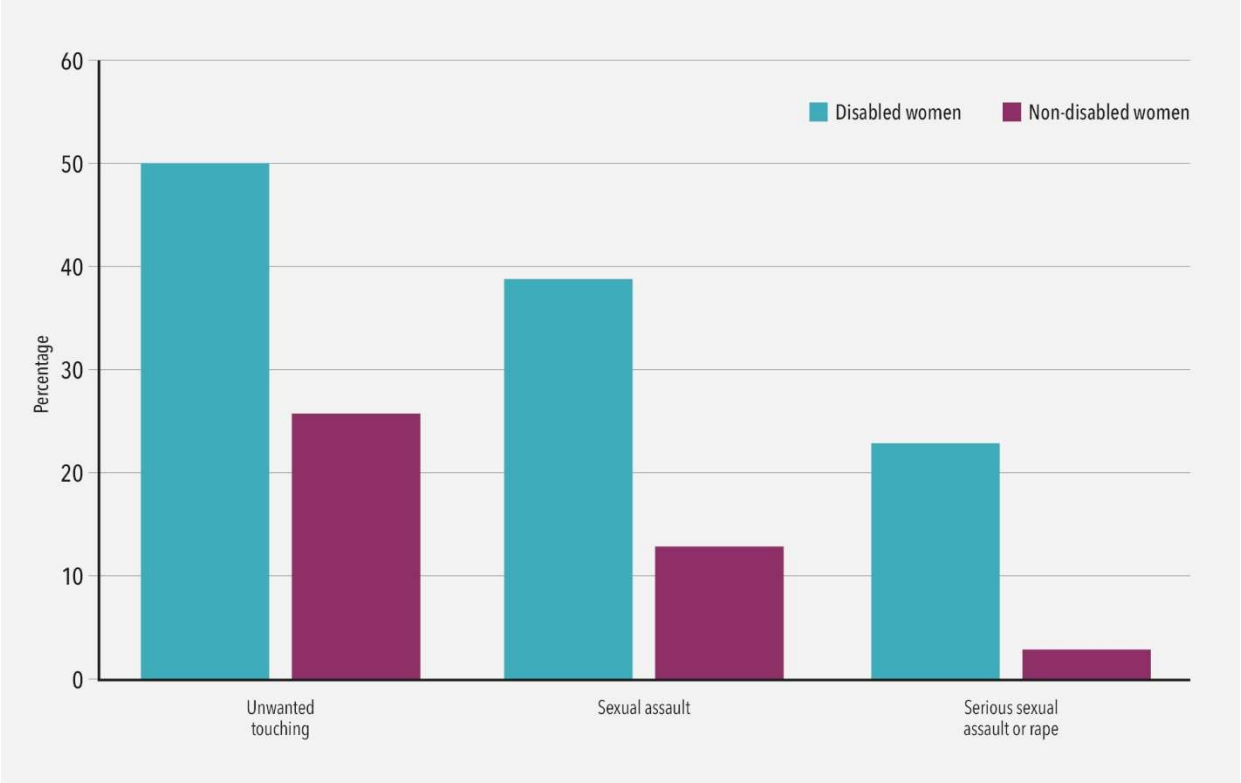




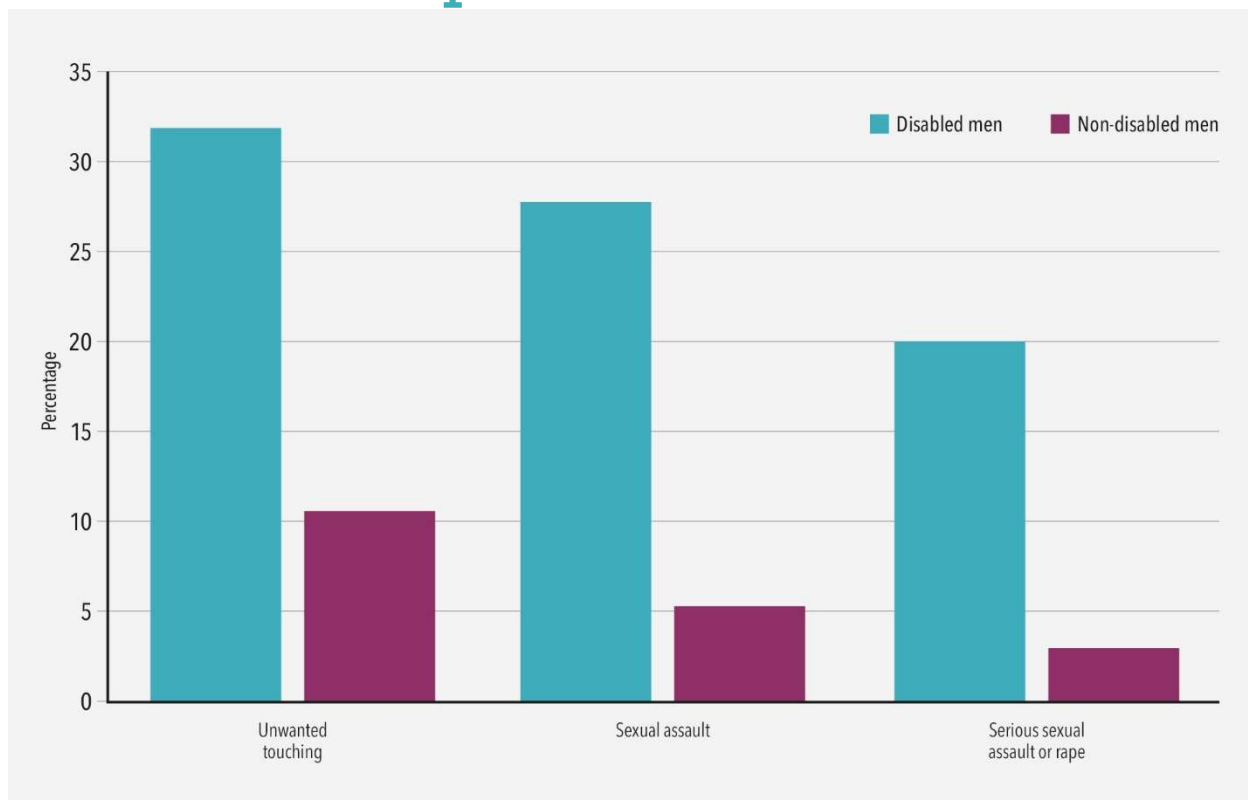
# BME men's experiences



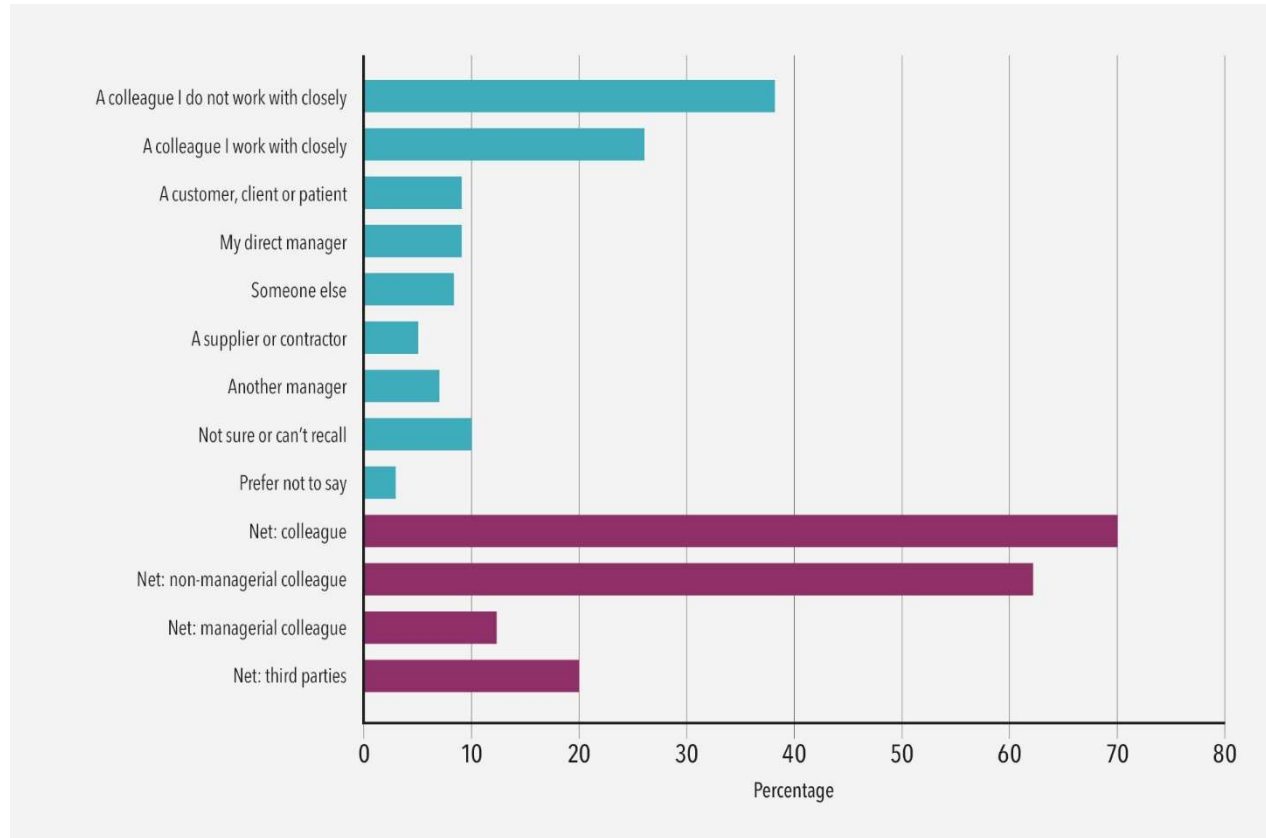
# Disabled workers experiences: Women



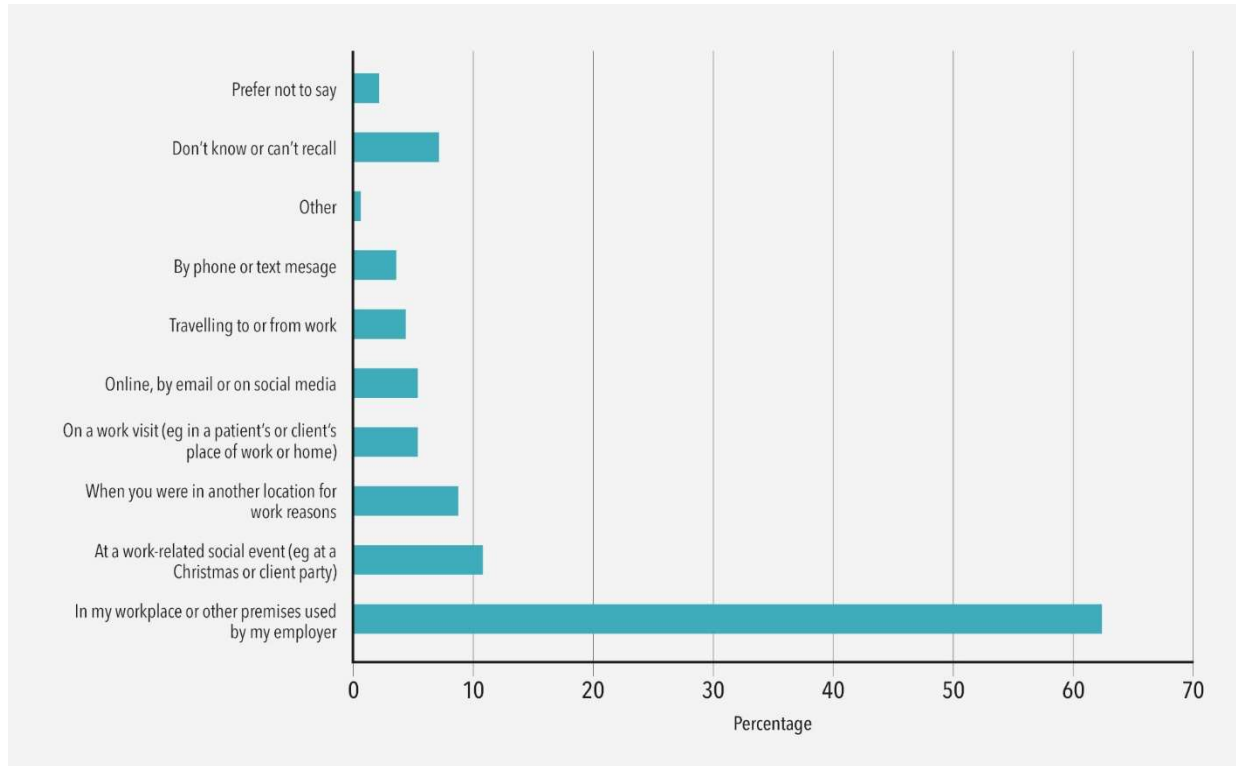
## Disabled workers experiences: Men



# Who?



# Where?



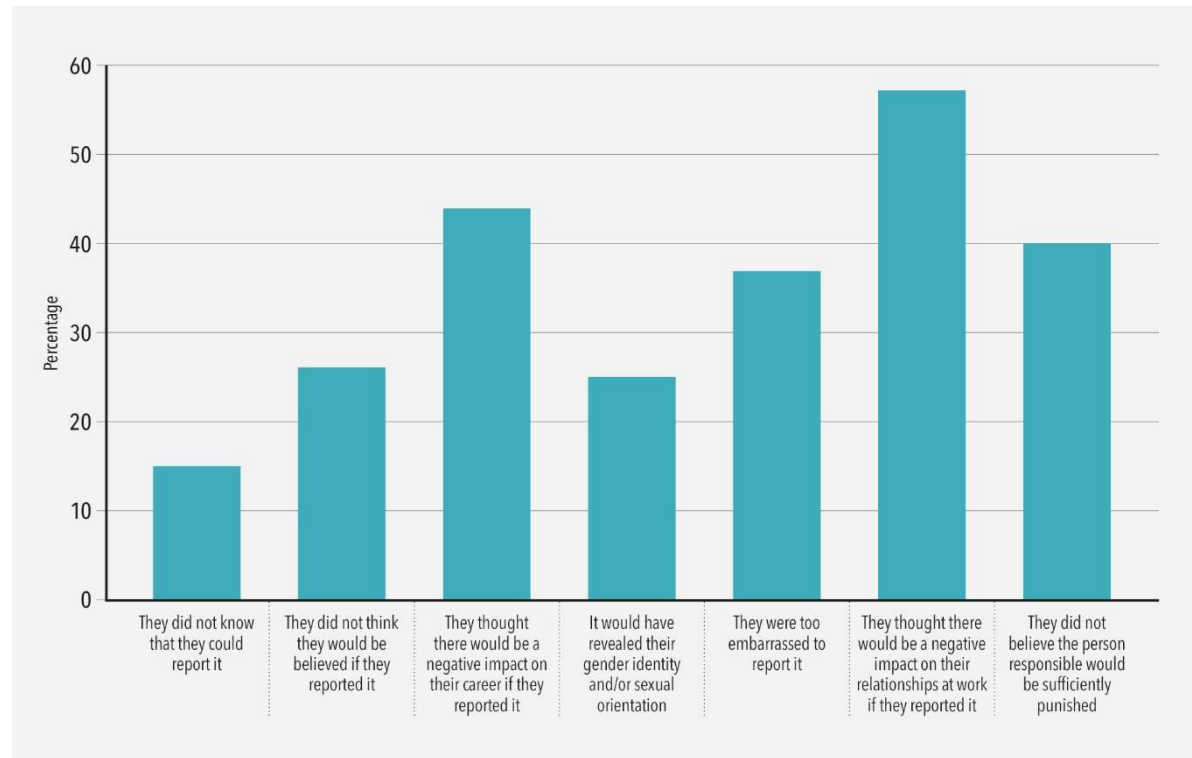
# Reporting

**66% OF LGBT PEOPLE  
DID NOT REPORT SEXUAL  
HARASSMENT AT WORK**



Source: ICM

# Why people did not report



# Gay men's experience of reporting



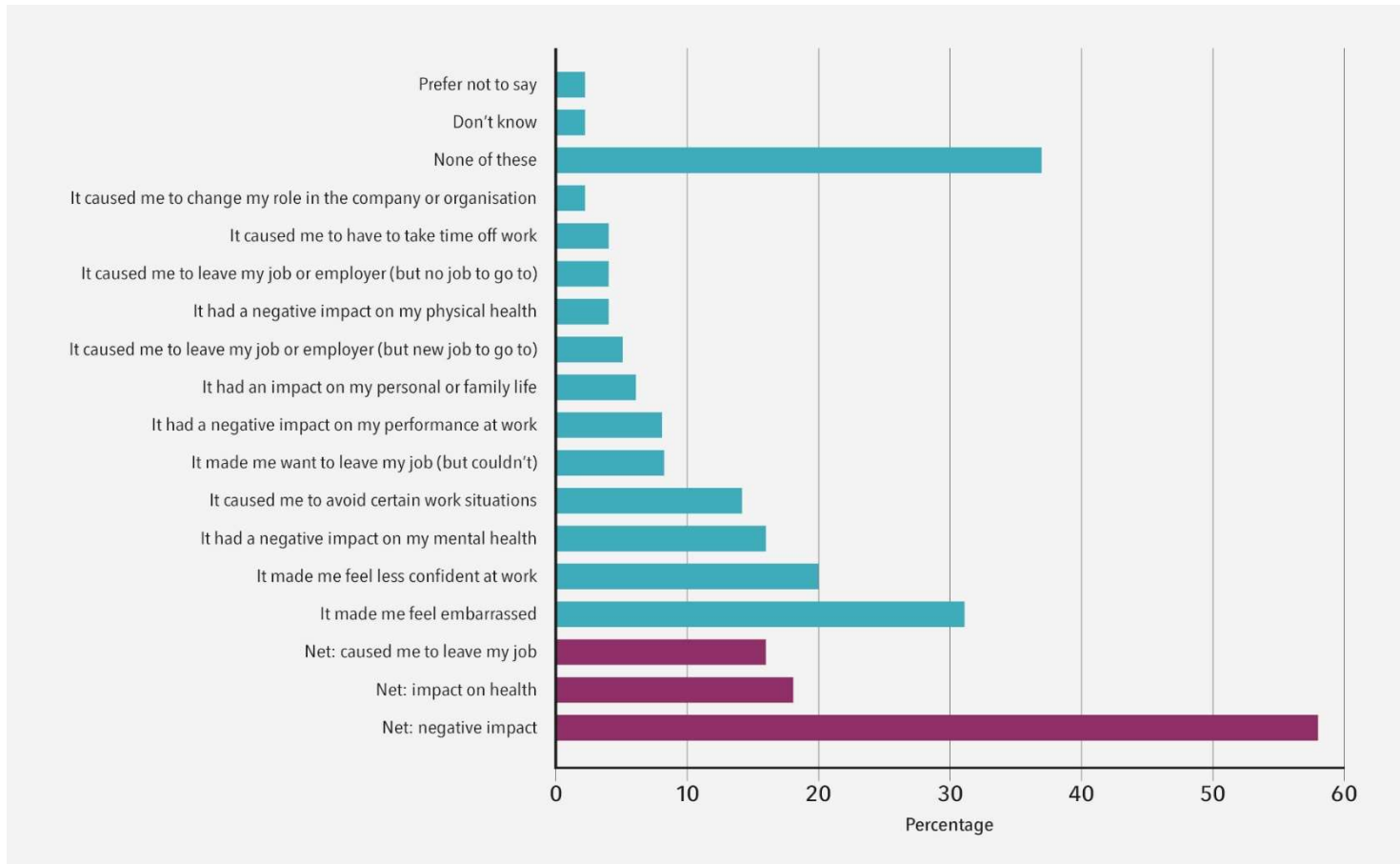


## Reporting and union membership

Union members were more likely to:

- report their experiences of sexual harassment to their employer
- say it was taken seriously and dealt with satisfactorily.

# Impact



# Recommendations



## Recommendations – A Preventative duty

The government must introduce a mandatory duty for employers to protect workers from all forms of harassment (including sexual harassment) and victimisation.

A breach of the duty should constitute an unlawful act for the purposes of the Equality Act 2010 and be enforceable by the EHRC.

This would create a clear and enforceable legal requirement on all employers to safeguard their workers and help bring about cultural change in the workplace.

## Recommendation - Employers do not need to wait for the law to change to take a preventative approach

✓ Effective policies and procedures with appropriate links to other policies

📌 Awareness of policies

📋 Evaluation of policies

🚫 Detecting harassment

🎓 Training

⚠️ Assessing risks relating to harassment

👤 Anti-harassment procedure

## Useful links

- TUC: Sexual harassment of LGBT people in the workplace - <https://www.tuc.org.uk/research-analysis/reports/sexual-harassment-lgbt-people-workplace>
- TUC: Protection from Sexual harassment for LGBT Workers - [https://www.tuc.org.uk/sites/default/files/Protection\\_From\\_Sexual\\_Harassment\\_2019\\_AW\\_Digital.pdf](https://www.tuc.org.uk/sites/default/files/Protection_From_Sexual_Harassment_2019_AW_Digital.pdf)
- EHRC: Sexual harassment and harassment at work Technical guidance [https://equalityhumanrights.com/sites/default/files/sexual\\_harassment\\_and\\_harassment\\_at\\_work.pdf](https://equalityhumanrights.com/sites/default/files/sexual_harassment_and_harassment_at_work.pdf)

The logo for TUC (Transporters' Union of Canada) features the letters 'TUC' in a bold, sans-serif font. Each letter is composed of two overlapping shapes: a white shape and a teal shape. The 'T' has a white top bar and a teal stem. The 'U' has a white left side and a teal right side. The 'C' has a white top and a teal bottom. This design suggests movement and progress.

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