



New duty to prevent sexual harassment in the UK

SHRM

Employers in the UK will be required to take reasonable steps to prevent workplace sexual harassment under a new law set to take effect in October 2024.

The new duty will apply to all employers in England, Wales and Scotland but not to those in Northern Ireland, said Jenny Allan, an associate at GQ|Littler in London.

Employers should ensure their anti-harassment policies and training programs are up-to-date and that their employees are familiar with them, can access them readily, and know what to do if they experience or witness sexual harassment at work, Allan added.

Employers should also stay on the lookout for the EHRC's updated guidance on sexual harassment as a useful resource for stress-testing their practices before October, she said.