

# Hafod Sexual Safety Statement

Everyone has the right to be treated with dignity and respect.

Sexual harassment is unwanted behaviour of a sexual nature that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile or degrading, humiliating or degrading environment for them, whether or not that was the intention.

It can include many different behaviours ranging from someone calling you insulting sexual names or talking about you in a sexual way that makes you feel uncomfortable, to unwanted sexual touching, sexual assault, or stalking. It can happen in person, over the phone or online.

Sexual harassment has no place in our organisation and will not be tolerated.

All Hafod colleagues must:

- Treat others with dignity and respect and demonstrate our behaviours.
- Not hurt assault or sexually harass people or coerce, threaten bribe, or force anyone into engaging in any sexual activity.
- Report any incidents that you see/hear about someone being hurt, harassed, or assaulted.
- Complete our mandatory training module relating to Sexual Harassment which can be found on HAL.
- Comply with our Dignity at Work Policy any other relevant policies and procedures.
- Be aware of your own behaviour on others and change the behaviours if they make others uncomfortable. Ask for help with this if needed.

If you are hurt harassed or worried about your safety please tell your manager, a trusted colleague or any of the contacts below.

We will:

- Listen to you and take your concerns seriously.
- Provide appropriate support and guidance for you in our internal policies.
- Signpost colleagues to report any incidents of sexual harassment using our online form that can be found on our intranet or using our "[Speak Up](#)" reporting process
- Work with you and link you to relevant external support services, such as "[Tell Jane](#)"
- Take action against the perpetrator confidentially, where possible. If a crime has been committed, we may need to involve other agencies in the best interests of our colleagues' safety.

Head of People: [emma.eccles@hafod.org.uk](mailto:emma.eccles@hafod.org.uk)

Executive Director of People: [karen.rosser@hafod.org.uk](mailto:karen.rosser@hafod.org.uk)

Chief Executive Officer: [jas.bains@hafod.org.uk](mailto:jas.bains@hafod.org.uk)