

(( tell  
jane ))

# Agenda

- Introduction, webinar set-up
- Equality act and the protected characteristics
- Who is the blame?
- Role model and toxic behaviour
- Grey area's defining the line
- Why don't people report it?
- Impact if it goes ignored?
- Top tips if you're experiencing unwanted behaviour
- Key actions and learnings

# The facts

**23%**

of the British workforce  
has been bullied at  
work

**52%**

Of women have  
experience unwanted  
behaviour of a sexual  
nature at work  
(63% LGBTQ+  
community)

**79%**

Of women never report  
incidents of  
harassment to their  
employer (80% of men)

## Defining harassment, bullying and discrimination?

Term	Definition
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Indirect discrimination	
Bullying	

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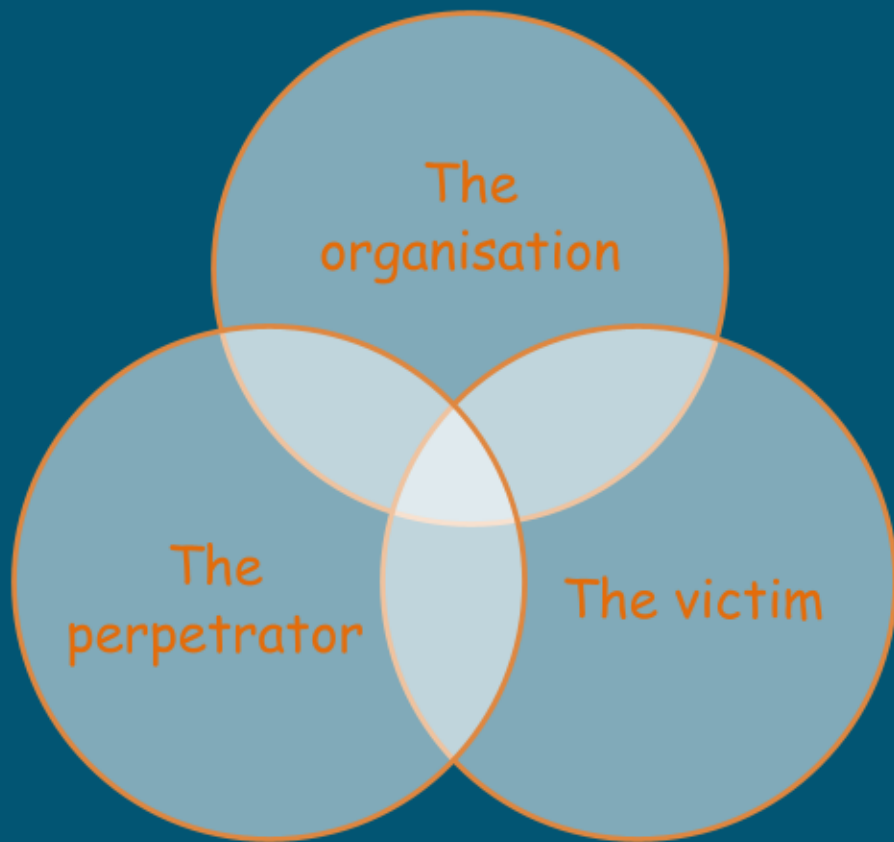
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Indirect discrimination	This occurs when a policy is introduced that disadvantages you because of who you are.
Bullying	Tends to be defined as prolonged harassment; a series of incidents that take place over time.



# Who is to blame?



# Toxic employee V role model






You look pretty today



Are you gay?

The background is a solid dark blue. Scattered around the central text are several large, stylized orange question marks of varying sizes and orientations. Some are upright, some are tilted, and some are partially cut off by the edges of the frame. The central text is in a white, serif font.


Are you planning  
on having children?



You don't really act  
like a typical Asian the  
client will like you?

The background is a solid dark teal color. Scattered around the central text are several large, stylized orange question marks of varying sizes and orientations. Some are upright, some are tilted, and some are partially cut off by the edges of the frame.

Have you ever  
experienced racism?

The image features a solid blue background. On the left and right sides, there are several large, stylized orange question marks of varying sizes and orientations, some appearing to be part of a larger graphic element. In the center, the text "Would you like to go on date?" is written in a white, sans-serif font, arranged in two lines.

Would you like  
to go on date?



**Why don't people report it?**



## **Top tips on what to do if you are experiencing unwanted behaviour**

- Keep a record
- Stand up for yourself
- Tell someone
- Make it official
- Be clear about the solution



**Key learning**  
**Key action**





**Thank you!**

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