


Sexual Harassment scenarios (2).pptx

13 November 2017 20:58

Subject	Sexual Harassment scenarios (2).pptx
From	[Redacted - Head of Branch, People Directorate 2]
To	Richards N (Nicola); Mackinnon J (Judith)
Cc	Redacted - Head of Branch, People Directorate 3]; [Redacted - Head of Branch, People Directorate 4]; [Redacted - Head of Branch, People Directorate 1]; [Redacted]; [Redacted]
Sent	13 November 2017 17:49
Attachments	 Sexual Harassme...

All,

I've updated the route map slightly to account for Nicky's written comments – mostly about complaints against ministers. Things might have moved on again however.

On reflection I wonder if we should be removing references to making concerns under any of the policies in the first part "allegations can be made" – and instead (as I've put in the wee oval) noting that HR have a role to triage / advise on appropriate route for allegation?

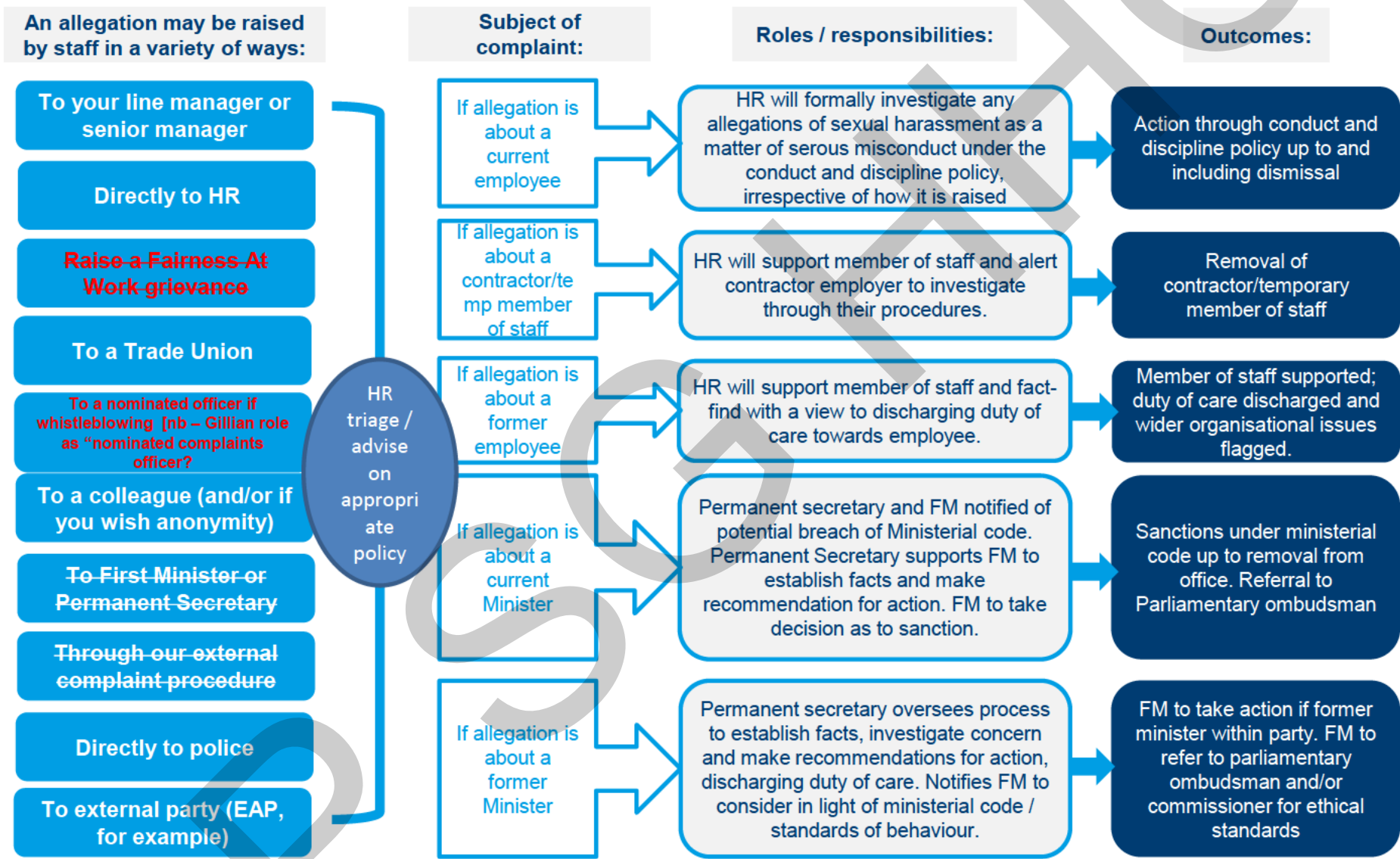
Also have proposed deleting making allegation to FM / Perm Sec as you suggested Nicky (although I think staff might still do this?)

Finally have inserted something to mention Gillian's role (although we need to make sure that nominated officer under whistleblowing and Gillian's "nominated officer" roles is not the same....

Once the content is sorted out [Redacted] can hopefully make it look pretty again.....

[Redacted]

Sexual Harassment: Routemap



All allegations will be taken seriously and investigated appropriately, ensuring that duty of care towards staff is fulfilled but that **both parties are supported**. Where allegations are made by external parties (former employees or other) investigation will be carried out so far as is practicable in line with general approach above.