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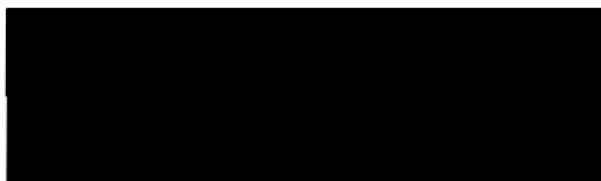
Dear Ken

I am sure you will share my deep concern about reports emerging over the weekend concerning allegations of sexual harassment and other inappropriate conduct by individuals holding elected office at Westminster. As I am sure you agree, any such behaviour is absolutely reprehensible and must be addressed.

We cannot and must not be complacent about the position at Holyrood. We need to do everything in our power to make sure that the Scottish Parliament is a workplace where there is zero tolerance of such unacceptable behaviours. As part of that, it is vital to ensure that robust procedures are in place so that individuals who raise concerns have confidence that they will be fully investigated in an appropriate manner. Indeed, we should expect a similar standard of protection to exist in every place of work across Scotland.

The existing Code of Conduct for MSPs is clear that it is unacceptable for MSPs to subject staff to sexual harassment. However, in light of these recent developments I would be grateful to learn what additional steps the Parliament might consider taking to strengthen the level of reassurance for staff and all others who come into contact with Parliament. It may be that convening a cross party meeting would be one way to review the current arrangements and to offer recommendations on how these might be strengthened.

I know that you will be concerned to ensure that our Parliament is able to demonstrate that it operates to the highest possible standards at all times. You can be assured of my full support in that regard.



NICOLA STURGEON

SP SGTHC