

# Catch up with Perm Sec

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## New guidance on harassment

I wrote to you all in November following media reports of alleged sexual harassment in Westminster and the Scottish Parliament, referring to work I had commissioned to ensure SG internal policies and procedures in this area were sufficiently robust and effective.

As part of the ongoing review of our Fairness at Work policy a new process has been created to support colleagues raising sexual harassment complaints, including where these involve ministers. This is designed to ensure we listen to, take seriously and support anyone with a harassment complaint and provide clear routes for taking action.

Of course, policies and procedures can only be effective in an open, inclusive and positive workplace culture. That's why it's vital for us to talk about this issue, and for each of us to feel confident to challenge unacceptable behaviour – 'what you permit, you promote'.

If you have any questions about the new guidance or suggestions for further improvement please contact [Redacted - Head of Branch, People Directorate 4] or [Redacted - Head of Branch, People Directorate 3] in our HR Professional Adviser team. I also encourage you to submit your views on tackling harassment via the UK wide civil service survey this week.

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