

Sexual and Racial Harassment Policy

(Adopted by the Council May 2019)

Sexual and/or racial harassment are both forms of unlawful sex and race discrimination and as a consequence are unlawful behaviour. It is also improper and inappropriate behaviour which lowers morale and interferes with the effectiveness of people at work.

It is the policy of Tuxford Town Council to make every effort to provide an environment free from sexual or racial harassment and intimidation.

All Councillors, employees and volunteers are expected to comply with the policy and to ensure that such conduct does not occur. Appropriate disciplinary action including summary dismissal for serious offences will be taken against any employee who violates this policy.

Monitoring

The effectiveness of the Sexual and Racial Harassment Policy will be monitored and reviewed on an annual basis.

The Law

The policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970 and the Equal Pay for Work of Equal Value Amendment 1983
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 and (Amendment) 1986
- The Protection from Harassment Act 1997
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000 and 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Disability Discrimination (Amendment) Act 2004
- Equality Act 2010

Policy History and Review

This policy was approved by Tuxford Town Council on 06 June 2019 and took effect from 10 June 2019.

In the event of any significant change to the legal position on Sexual and Racial Harassment, any relevant statutory requirements or any other related matter, this policy will be subject to review. In the event of no change the policy will be reviewed by May 2022.

Approved: EBA Chairman of the
Council

Date: 06 / 1 / 06 / 1 / 2019

Folio Reference: E0 007/19