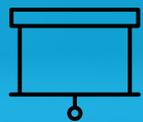


Hotel & Leisure sexual harassment training menu



EMPLOYMENT
LAW SUPPORT
& TRAINING

More than ever, hospitality employers need to take seriously the risks posed to staff from sexual harassment in the workplace. As well as being the right thing to do, for an industry facing acute skills shortages, being known as an employer who will not tolerate abuse of staff can play a key role in attracting and retaining talent. That's not to mention the serious legal, commercial and reputational risks that are linked to harassment claims. If the Government does proceed to re-introduce legislation to make employers liable for third party harassment, as they said they would in 2021, the risk rating will only increase.

In recognition of this, employers in the sector are being encouraged to take a zero-tolerance approach to sexual harassment in a new checklist and action plan launched by the Equality and Human Rights (EHRC) Commission and UK Hospitality in April 2022. EHRC and UK Hospitality have worked closely together to produce a practical resource to stop the harassment of hospitality staff being seen as 'just part of the job'.

The new guidance - [Preventing sexual harassment at work: checklist and action plan](#) – takes a dawn to dusk approach and suggests effective ways of preventing harassment, through communication, managing the environment and policies & procedures, in a hospitality context.

Organisations must do more than print and stick a checklist in their back-office to promote a respectful culture where harassment of any kind is not tolerated.

Our UK Employment team has first-hand experience of supporting clients redesign their approach to tackling workplace harassment, through training, advice on communications and auditing policies. As a team with a leading investigations practice, we have also seen the detrimental reputational impact of ignoring these problems, and the expensive litigation that can follow if issues are not addressed.

[We are here to help.](#)



Tackling Workplace Harassment: the gold standard (2-4 hours)

This session is a deep dive into both the legal and practical aspects of workplace harassment. Designed to upskill people managers and HR on the legal issues around workplace harassment, the session also covers practical aspects that can be put in place to prevent it: including the role of managers in setting the tone, dealing with banter, and getting the culture in the workplace aligned with the overall values of the organisation. Using a case study we also work through a fictional complaint to invite discussion on what happens at the formal stage and share best practice on the investigation process and managing the outcome.



Mental Health support training

While it may seem obvious that the individual who raised the complaint requires support, organisations should also think about the support in place for the person who has been accused and the witnesses involved in any formal process. Being involved in sexual harassment (in any capacity) can significantly affect an individual.

Our Mental Health Responder Plus course has been designed to equip HR and managers to respond to these challenges and strengthen essential skills for the development of effective strategies for the management of mental health in the workplace. The course is delivered by consultant psychiatrists from Grespi, a medically-led occupational mental health service provider, and employment lawyers from CMS.



Review of policies

We can help you by carrying out a gap analysis through our sexual harassment audit questionnaire. We can then identify the gaps and work with you to tailor and develop the various elements of an anti-harassment strategy to fit the needs of your organisation. With this in mind, we can then refresh (or if necessary develop) your policies and consider launching these with a project sponsor who is sufficiently senior within your organisation to credibly drive a change in culture.



Online D&I training

Our Diversity and Inclusion eLearning is designed to help people understand the meaning of D&I, and help employers understand how they can play a part in building an inclusive culture and establishing equality and respect for all. By the end of this course, learners will have a better understanding of:

- The legal considerations around diversity and protected characteristics under the Equality Act 2010.
- The different types of discrimination that can occur in the workplace and how to correctly report a concern.
- What working in an inclusive environment actually means.
- The concept of unconscious bias. Practical steps towards behaving with integrity and respect.

Using video animation, the course explores a number of different workplace diversity and inclusion scenarios. Participants must complete questions at the end to test their knowledge.



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