

## **Request**

- 1. How many complaints of sexual harassment have been made by staff in the three calendar years (up to and including September 2018)? Please could you break this information down by year and gender.*
- 2. How many members of staff have faced disciplinary investigations as a result of a sexual harassment claim made against them in the last three calendar years (up to and including September 2018)? Please could you break this information down by year, gender. In each case, please could you state whether any misconduct was found and, if so, what type of disciplinary action was taken including verbal/written/final warnings, suspension, dismissal etc.*
- 3. Please could you state in any of the cases above whether the police was notified of the staff member's sexual harassment complaint/if any investigation/charges were brought. Please could you break this information down by year.*

## **Response**

1. Zero
2. Not applicable
3. Not applicable

The FSA takes all allegations of harassment seriously. We have an established bullying and harassment policy and an Employee Assistance Provider who offers advice and counselling. In addition, we have a Behaviour Network which is a group of staff who act as a confidential first point of contact and whose role it is to listen and help identify the options that staff have to overcome the different situations they may face. We also work closely with our trade union colleagues to ensure all staff feel able to come to work without threat of bullying, harassment and victimisation.