Employment Rights Act 2025

Sexual harassment prevention duty – reps' checklist

Here's how you can make sure your employer fulfils their duty to prevent sexual harassment.

1. Review your employer's existing prevention measures

- ☐ Involve members in a review of existing policies and risk assessments.
- ☐ Identify where and how harassment is happening, including from third parties such as customers or clients.
- ☐ Compare your employer's approach to the EHRC's 8-step prevention guide for employers.

2. Negotiate for effective prevention measures

- ☐ Push for joint union–employer training on sexual harassment.
- ☐ Make sure your employer has clear reporting routes, not limited to line managers.
- ☐ Ask your employer to communicate to workers what protections are in place against victimisation for those who speak up.
- ☐ Insist your employer's policies recognise intersecting risks, and action plans involve workers most affected, such as Black women and LGBT+ members.