

### **Sexual Harassment Prevention – employers beware...**

From 26 October 2024, all employers will have a mandatory duty to take reasonable steps to prevent sexual harassment of their employees.

A failure to comply, or be able to demonstrate compliance with this duty, will increase the risk of sexual harassment claims and can even increase their value by up to 25%.

The new legislation requires employers to proactively take steps to ensure the safety of their employees and a policy alone is unlikely to be enough. In anticipation of this, the Field Seymour Parkes Employment team have developed a comprehensive toolkit designed to help employers comply with their duty. The toolkit includes various options and packages, including:

- A Sexual Harassment Prevention Legal Review and Report
- Provision of relevant policies
- Training (various options)

Details of these fixed-fee services and training packages can be [found here](#).

If you would like FSP's assistance with an audit of your current position, the provision of suitable new HR policies and/or training sessions for staff then please get in touch:

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