

Employment E-Brief 2

For further
information contact:

Judith Ellery

jellery@metcalfes.co.uk

0117 9453080

Paul Seath

pseath@metcalfes.co.uk

0117 9453084

The EU has recently adopted an amendment to the Equal Treatment Directive. As a result EU Law now provides a legal definition of sexual harassment:

“Where any form of unwanted verbal, non verbal or physical conduct of a sexual nature occurs with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment”.

For the UK the new Law will come into effect in 2005 and although the new definition adds little to our existing sexual equality laws, other provisions will require employers to take pro-active steps to prevent sexual discrimination, such as producing “equality plans”. Such plans will need to be made available to the work force and provide gender breakdowns and statistics of men and women who have received training and have been promoted.

We await information as to how the UK will transpose this new EU legislation into domestic Law.

This update is for guidance purposes only and should not be regarded as a substitute for taking specific legal advice from your usual Metcalfes’ contact.