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Employment E Brief No. 96

SEXUALLY EXPLICIT EMAILS AMOUNTED TO SEX DISCRIMINATION

An employment tribunal has recently found that the female employee who was sent sexually explicit emails during her employment was unlawfully discriminated against on the grounds of sex. She received compensation of £2,500 for injury to feelings.

The employee received the emails during her employment as did everybody else in the company. She complained to her line manager but was told she would have to put up with it. She resigned and claimed sex discrimination.

The tribunal said they had 'no alternative' but to find that she had suffered sex discrimination by receipt of the emails. They caused her offence which was evidenced by her complaint about them.

The company had failed to deal with the emails.

29th March 2005

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