

# EDI Compass

With you every step of the way...

## New duty to prevent Sexual Harassment – Your ‘Reasonable Steps’ Roadmap

On 26 October 2024, a new law came into force which imposes a proactive duty on employers to take ‘reasonable steps’ to prevent sexual harassment in the workplace.

Employers who have not taken such steps will be immediately exposed to claims and a risk of increased compensation. But what constitutes ‘reasonable steps’? A ‘reasonable step’ will depend on the size, sector and working environment of a particular employer. Many employers are uncertain as to what steps they should take – so let us help. Our different and bespoke roadmap options will help employers meet their compliance obligations and navigate the challenges ahead.

### Red Flag Report – Lawyer-Led Risk Assessment

As lawyers we are trained to identify and advise on risk areas. Our specialist employment ED&I lawyers will work with you to assess and analyse the particular risks relevant to your business, identify any gaps in your current approach and provide you with a bespoke and comprehensive report, setting out the recommendations which will form the foundation of your future actions. Unless employers know and identify where the key risk areas are, they cannot formulate a plan and next steps. Assessing and understanding the key risk areas will help you to demonstrate your commitment to discharging your statutory duty.

### Policy Review and Amendment

We will help you plug any gaps in your current policies and ensure they are up to date and compliant with the new legislation.

### Tailored Training

With the benefit of our knowledge of your business and risk profile we will be able to recommend and deliver a tailored training programme for board, HR, managers and staff to help mitigate risk and encourage a ‘speak up’ culture. Training will also focus on your policies and practices.

## Get in touch with our specialist team now

Remember, the new duty is anticipatory and ongoing – waiting until the law comes into effect or until there is a claim is likely to be too late. For further information please contact



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