



## Sexual Harassment Policy

Approved by	Version	Issue date	Review date	Contact person
Board	3	July 2023	July 2024	Paul Antrobus

Crewe Alexandra Football Club recognise that employees may be subject to Sexual Harassment while in the work place or outside of work and we are committed to provide a safe environment for all its employees and persons attending our club facilities.

Anyone making a complaint will be treated seriously, with respect and in confidence.

Sexual harassment is a form of unlawful discrimination under the Equality act 2010. The Law says it's sexual harassment if the behaviour is either meant to, or has the effect of

- violating your dignity or
- creating an intimidation, hostile, degrading, humiliating or offensive environment.

The following can be seen as sexual harassment

- Sexual comments or jokes
- Physical behaviour, including unwelcome sexual advances, touching and various forms of sexual assault.
- displaying pictures, photos or drawings of a sexual nature
- sending emails with sexual content

If you are unsure of what to do if you are being sexually harassed please use the following link for advice

[Work/discrimination-at-work/checking-if-its-discrimination/if-youre-being-harassed-or-bullied-at-work](#)

An example of sexual harassment is

“Your colleague makes sexual advances towards you and you say no, your colleague then starts to bully you. Or you submit to their advances and they spread nasty rumours about you”. This is unlawful and you could take action under the Equality and Diversity policy

If you are being sexually harassed you can speak to the Designated Safeguarding Officer or use the clubs Complaint Policy to put forward your grievance.

We advise you take dates and details of the incident (where possible) to help with the investigation. Any person found guilty of sexual harassment will face disciplinary action up to and including dismissal from employment.