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28th March 2018

Our Ref: FOI2018/01168

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2018/01168

I write in connection with your request for information received on 1st March. I note you seek access to the following information:

- 1. How many officers received any kind of disciplined sanction in the 2016/17 year as a result of a complaint of (i) racism, or (ii) sexism and what was the result of that disciplinary action?**
- 2. In relation to the incidents in Q.1 please state any words or phrases that were used which were deemed to have been (i) racist or (ii) sexist.**

I am required by the Freedom of Information Act 2000 (The Act) to handle all requests in a manner that is blind to the identity of the requestor. Any information released in response to a request is regarded as being published and therefore, in the public domain without caveat.

Response - Following enquiries within the Constabulary please see our response below;

- 1)i) 0
- 1)ii) 1 Officer has been disciplined for a comment that was perceived as sexist. The Officer received a final written warning.
- 2) Due to the low number of incidents relating to your request, disclosure of phrases and words will risk individuals including complainants being identified. Therefore this information is exempt from disclosure under Section 40 of the Freedom of Information Act.

Section 40(2) is a class based absolute exemption, which means that I am not required to identify prejudice or consider the Public Interest Test.

The numerical data presented in this response is an un-audited snapshot of un-published data sourced from "live" systems and is subject to the interpretation of the original request by the individual extracting the data.

Should you have any further enquiries concerning this matter please do not hesitate to contact me quoting the above reference number.

Yours sincerely

Sonia Chopra-Miah
Information Rights

Hertfordshire Constabulary provides you the right to request an independent review of this response under its review procedure. If you require such a review you must notify us within two months from the date of this letter. After lodging a complaint with Hertfordshire Constabulary if you are still dissatisfied with the decision you may make an application to the Information Commissioner. For information on how to make a complaint please visit their website at <https://ico.org.uk/concerns/> or contact them on 0303 123 1113.