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Our Ref: FOI2017/01146

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2017/01146

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

I would like to submit a freedom of information request in relation to sexual harassment complaints by staff.

Can I ask for the following information for over the last three calendar years?

- How many sexual harassment complaints have been made by staff?**
- How many sexual harassment complaints have been made against senior officers? What were the claims?**
- How many sexual harassment complaints were upheld? What were the sanctions?**
- How many sexual harassment complaints were dismissed?**
- What training does the force offer to reduce sexual harassment complaints?**

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.

Following enquiries within the Constabulary please see our response below.

Response – Please see the below table detailing the information you have requested.

Year	Number of complaints	Number against senior officers (superintendent or above)	Number upheld / dismissed
2015	3	None	3 determined as case to answer 1 Written warning 2 Management action None dismissed
2016	2	None	2 determined as case to answer. 1 Final Written Warning 1 Officer resigned None dismissed
2017	1	None	1 determined as case to answer Management action None dismissed

The PSD database has been searched for cases that fit the following definition of sexual harassment, 'Harassment (typically of a woman) in a workplace, or other professional or social situation, involving the making of unwanted sexual advances or obscene remarks'.

Conduct cases are recorded against the Standards of Professional Behaviour and there is not a standard breach that such allegations will be recorded against and therefore a subjective judgement has been made as to relevant cases. Cases only included where the allegation was made by a staff member against another staff member or by a third party reporting concerns in relation to the behaviour of another towards another member of staff. Where the allegation stemmed from a relationship these have not been included

The date parameters used are cases recorded 1/1/2015 to 31/10/2017

Hertfordshire Constabulary provides E-Learning training which includes stalking and harassment.

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

James Hodson
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.