

Reference: 619880

Jerin John
Information Rights Adviser
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5 October 2018

Freedom of Information: Right to know request

Thank you for your request for information where you asked for complaints about sexual harassment.

This was received by Ofcom on 25 September and it has been considered under the Freedom of Information Act 2000.

Please see below our response to each of your questions:

1. *How many complaints of sexual harassment have been made by staff in the three calendar years (up to and including September 2018)? Please could you break this information down by year and gender.*

We have searched for information from 25 September 2015 to 25 September 2018 and can confirm that we do not hold complaints of sexual harassment made by staff, therefore this information is not held.

2. *How many members of staff have faced disciplinary investigations as a result of a sexual harassment claim made against them in the last three calendar years (up to and including September 2018)? Please could you break this information down by year, gender. In each case, please could you state whether any misconduct was found and, if so, what type of disciplinary action was taken including verbal/written/final warnings, suspension, dismissal etc.*

As no complaints of sexual harassment were received from staff in the last three calendar years, there were no disciplinary investigations as a result, therefore this information is not held.

3. *Please could you state in any of the cases above whether the police were notified of the staff member's sexual harassment complaint/if any investigation/charges were brought. Please could you break this information down by year.*

As there were no sexual harassment complaints or disciplinary investigations as a result of sexual harassment complaints falling within questions 1 and 2, no such notification was made to the police.

If you have any queries, then please contact information.requests@ofcom.org.uk. Please remember to quote the reference number above in any future communications.

Yours sincerely,

Jerin John

If you are unhappy with the response or level of service you have received in relation to your request from Ofcom, you may ask for an internal review. If you ask us for an internal review of our decision, it will be treated as a formal complaint and will be subject to an independent review within Ofcom. We will acknowledge the complaint and inform you of the date by which you might expect to be told the outcome.

The following outcomes are possible:

- the original decision is upheld; or
- the original decision is reversed or modified.

Timing

If you wish to exercise your right to an internal review **you should contact us within two months of the date of this letter**. There is no statutory deadline for undertaking internal reviews and it will depend upon the complexity of the case. However, we aim to conclude all such reviews within 20 working days, and up to 40 working days in exceptional cases. We will keep you informed of the progress of any such review. If you wish to request an internal review, you should contact:

Jacqui Gregory
The Secretary to the Corporation
Ofcom
Riverside House
2a Southwark Bridge Road
London SE1 9HA

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF