

Freedom of Information Request Reference N°: FOI 001561-18

I write in connection with your request for information received by Suffolk Constabulary on the 30 April 2018 in which you sought access to the following information:

“Could you please give me the total number of sexual harassment reports made against an employee of your organisation in each of the following years: 2014; 2015; 2016; 2017; 2018 (so far).

I am happy for the year to be either calendar or financial, depending on what is easiest to retrieve the information,

For each report of sexual harassment, please could you send the following:

- *Who was the allegation about? (appreciate you cannot name the person but could you tell me what department they worked at and at what level of seniority e.g. manager)*
- *Who made the allegation? (Again, I realise you cannot name the person, but if you could say whether it was a co-worker or member of the public that would be appreciated)*
- *Brief details of the allegation (e.g. was it an isolated incident, ongoing pattern of behaviour)*
- *Was the allegation historical or contemporaneous?*
- *What was the outcome? (E.g. upheld, dismissed or not yet determined)*
- *In cases where an employ is found to have been guilty of sexual harassment, what sanctions were taken against them? (E.g dismissed/fined/ordered to attend course)”*

Response to your Request

The response provided below is correct as of 21 May 2018

Suffolk Constabulary has considered your request for information and the response is below.

A review of the internal conduct matters and the public complaints recorded between 1 January 2014 and 30 April 2018 has been conducted to identify those cases where an allegation of harassment of a sexual nature has been made. For the purposes of this FOI, cases of sexual comments, behaviour and touching have been included but not allegations of sexual assault. All allegations detailed below were made by colleagues.



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CONSTABULARY**
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Year	Rank	Summary	Outcome
2015	PCSO	Inappropriate behaviour towards colleague More than one incident – not historical	Management action
2016	Constable	Inappropriately touched colleague and made inappropriate comments More than one incident – not historical	Final Written Warning
2017	Sergeant	Inappropriately touched colleague. Isolated incident – not historical	Final Written Warning
2017	Constable	Inappropriate behaviour towards colleagues More than one incident – between 2009 and 2017	Management action
2017	Sergeant	Made inappropriate comments towards colleague More than one incident – Between 2013 and 2017	Management Action
2017	A/Sergeant	Inappropriate comments and behaviour towards colleagues and about members of the public More than one incident – not historical	Management Action

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;
<http://www.opsi.gov.uk/>

Suffolk Constabulary is not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.



Your Right to Request a Review of Decisions Made Under the Terms of the
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask Suffolk Constabulary to review their decision.

Ask Suffolk Constabulary to look at the decision again.

If you are dissatisfied with the decision made by Suffolk Constabulary under the Freedom of Information Act (2000), regarding access to information, you must notify Suffolk Constabulary that you are requesting a review within 20 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker
Information Management Department
Suffolk Constabulary
Police Headquarters
Martlesham Heath
Ipswich
Suffolk
IP5 3QS
OR
Email: information@suffolk.pnn.police.uk*

In all possible circumstances Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at www.ico.org.uk or contact them at the address shown below:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700