



12th July 2018

Freedom of Information Request Reference N^o: FOI 002088/18

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 14th June 2018 in which you sought access to the following information:

- 1 In each of the last three financial years (15/16), (16/17) and (17/18) please state how many police officers within your force faced disciplinary action as a result of having committed sexual harassment of a work colleague or a member of the public. Please do NOT include officers who may have faced disciplinary action but then received no sanction as the allegation was not proved.
- 2 For each year please state how many of the alleged victims were against (i) work colleagues and (ii) members of the public?
- 3 For the most recent five cases to be dealt with please state (i) a brief narrative of what the harassment was (touching, talking, lewd behaviour etc), (ii) whether the victim was a colleague or a member of the public and (iii) the sanction received by the officer.

Response to your Request

The response provided below is correct as of 14th June 2018.

Norfolk and Suffolk Constabularies have located the following information as relevant to your request.

The Joint Professional Standards Department has undertaken a review of cases resulting in gross misconduct meetings to identify Police Officers who have been subject of proceedings in respect of sexual harassment. The information relates to the period, 1st April 2015 to 31st March 2018, where a sanction was made.

The outcomes are determined during proceedings and are reflective of the nature and severity of the allegation.

Year	Officer Rank	Summary	Colleague/Member of the Public	Outcome
NORFOLK				
2015/16	Constable	Inappropriate touching	Colleague	Misconduct meeting – Management Action given
SUFFOLK				
2017/18	Constable	Inappropriate touching & comments	Colleague	Misconduct hearing – Final Written Warning issued
2017/18	Sergeant	Inappropriate touching	Colleague	Misconduct hearing – Final Written Warning issued

This response will be published on the Constabularies web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>

<https://www.suffolk.police.uk/services/freedom-information/disclosure-logs>

Should you have any further queries concerning this request, please contact Amanda Gibson, FOI Decision Maker, quoting the reference number shown above.

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/>

Norfolk and Suffolk Constabularies are 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 the Norfolk and Suffolk Constabulary to review their decision.

Ask Norfolk and Suffolk Constabularies to look at the decision again.

If you are dissatisfied with the decision made by Norfolk and Suffolk Constabularies under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk and 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
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: freedomofinformation@norfolk.pnn.police.uk*

In all possible circumstances Norfolk and 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 Norfolk and 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