

Danny Sullivan Group

Sexual Harassment



DANNY SULLIVAN
GROUP

Helen Taylor, HR Director

- Sexual Harassment has no place in our business or our industry.
- We operate a zero-tolerance approach to Harassment in any form. Every one of us has a responsibility to remain vigilant, challenge concerns, and protect vulnerable individuals across our operations and supply chain.
- If you see something that doesn't feel right, report it



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GROUP**



Sexual Harassment

Sexual harassment and harassment at work
in accordance with 2024 updated EHRC guidance



Sexual Harassment

This is a short but important message regarding sexual harassment. We will keep it simple:

Everyone here deserves to come to work, do their job, and go home without feeling uncomfortable, embarrassed, or disrespected.

We work hard we accept that we have a bit of banter like most places, but there is a line:

Sexual comments, unwanted behaviour, or making someone feel uncomfortable crosses that line, and we take those matters extremely seriously.

No one should feel intimidated, embarrassed, or pressured by someone else's behaviour.

And to be clear, **sexual harassment is illegal and will not be tolerated** under the Equality Act 2010.



What Is Sexual Harassment?

Sexual harassment is **any unwanted behaviour of a sexual nature** that makes someone feel uncomfortable, intimidated, or offended.

The key word here is **unwanted**.

Something that one person thinks is a joke or harmless **can still be harassment if the other person doesn't welcome it.**

Intent doesn't matter as much as **impact**.



Let's Be Honest – Where It Happens

Workplaces like ours can sometimes have a culture of **banter**.

A bit of humour can be fine, but the line is crossed when:

- Someone feels uncomfortable
- Someone is singled out
- Comments become sexual or personal

What might seem like “**just a joke**” to one person can be **deeply embarrassing or intimidating** to someone else.

When that happens, it's not banter anymore, **it's harassment**.



Examples

Sexual harassment can include things like:

Comments

- Sexual jokes
- Comments about someone's body or appearance
- Asking personal or sexual questions

Behaviour

- Staring or making suggestive gestures
- Sharing inappropriate pictures or videos
- Sending sexual messages or images

Physical actions

- Unwanted touching
- Standing too close intentionally
- Any unwanted physical contact

Even **one incident** can be serious.



Remember: It Can Come From Anyone

Harassment doesn't just come from co-workers.

It can come from:

- Other contractors
- Supervisors
- Visitors
- Client representatives

No matter who it comes from, **it's not acceptable.**



What Should You Do If You See It or Experience It?

If something happens, you have options.

If you feel safe, you can tell the person **their behaviour isn't acceptable**.

But most importantly:

Report it.

Speak to:

- Your supervisor
- Site manager
- HR via HR@DannySullivan.co.uk
- Your recruitment contact if you're an agency worker
- Company appointed AAB Whistleblowing Service <https://fileaconcern.org/dannysullivan> or 0800 026 0466
 - Reports will be **taken seriously and handled properly**.

Nobody will get into trouble for **raising a genuine concern**. Treating someone unfairly because they have spoken up is not acceptable and will be taken seriously.



Everyone Has a Responsibility

Creating a respectful workplace is everyone's responsibility. If you see behaviour that isn't right, don't ignore it.

You can:

- Challenge it if it's safe to do so
- Check in with the person affected
- Report it to a supervisor, manager, HR, Company appointed AAB Whistleblowing Service

Looking out for each other helps keep the site professional and safe.



Why This Matters

This isn't just about rules or policies.

It's about **respecting the people you work with every day.**

A workplace where people feel uncomfortable, intimidated, or disrespected **is not a safe workplace.**

Everyone deserves to:

- ✓ Feel respected
- ✓ Focus on their job
- ✓ Go home without feeling stressed or humiliated



Key Message

The key takeaways today are simple:

Live our values

- ✓ Treat everyone with respect
- ✓ Keep comments and behaviour professional
- ✓ Speak up if something isn't right

Because one comment or action can affect someone more than you realise.



Before we finish....

Does everyone understand what sexual harassment is?

Does everyone know who they can report it to?

If anyone has questions or concerns, **you can speak up** – please refer to our **whistleblowing policy** and the posters around this site.



Our Values

Be Fair	Be Committed	Be Well	Be Courageous
Inclusive Ensure an equal, diverse and inclusive workplace	Team Players Working as an intrinsic team across all levels	Creative Find innovative solutions to work more efficiently	Deliver Deliver the best quality staff to our customers
Supportive Support vulnerable groups	Client First Work with our clients to achieve all goals	Safe Environment Get everyone home safely everyday	Train Highest level of education, training and opportunities for our staff
Conscious Minimise our impact on the environment	Considerate Work with our competitors to deliver a common goal	Have Integrity Influence the culture of the workplace to always do the right thing	Rise Above Exceed expectation
Fair Provide fair pay, rigorous data and financial management	Creative Find innovative solutions to work more efficiently	Supporting Wellbeing We focus on our staff's wellbeing - physically and mentally	Excellence Always go the extra mile



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Together We Make The Difference

- OUR VALUES
 - Supportive
 - Safe Environment
 - Support Wellbeing
- If you see something, say something
- Protect vulnerable workers
- Let's talk...
- Thank you for playing your part

