



## **European network of legal experts in gender equality and non-discrimination**

### **NEWS REPORT**

<b>Country:</b>	Germany
<b>Title:</b>	Prevention of and fight against sexual harassment in the workplace
<b>Date:</b>	8 September 2016
<b>Expert:</b>	Ulrike Lembke
<b><u>Context</u></b>	
<b>Issue at stake:</b>	Federal Antidiscrimination Body publishes guidelines on preventing and tackling sexual harassment in the workplace
<b>Ground of discrimination:</b>	Sex
<b>Source:</b>	National equality body
<b>Field:</b>	Employment
<b>Applicable law:</b>	General Equal Treatment Act

### **Content**

**Policy development:** On 20 June 2016, the Federal Antidiscrimination Body published guidelines on preventing and tackling sexual harassment in the workplace. The guidelines were developed in close cooperation with research projects on sexual harassment developed and performed in one of the biggest German hospitals, the Charité Berlin.

The publication contains empirical data on sexual harassment in hospitals and on the general knowledge about legal means against sexual harassment in the workplace as well as the evaluation of several work agreements concerning the prevention of and fight against sexual harassment. Causes and consequences of sexual harassment in the workplace are outlined. Moreover, statutory and case law against sexual harassment in the workplace are provided as well as best practices against sexual harassment by three undertakings employing more than 800 000 persons.

**Key points of analysis:** The Federal Antidiscrimination Body published guidelines on preventing and tackling sexual harassment in the workplace covering statistical data, causes and consequences, legal rights and duties and best practices by major companies.

### **Internet link source:**

[http://www.antidiskriminierungsstelle.de/SharedDocs/Aktuelles/DE/2016/20160620\\_Fachtag\\_sexuelle\\_Belaestigung.html](http://www.antidiskriminierungsstelle.de/SharedDocs/Aktuelles/DE/2016/20160620_Fachtag_sexuelle_Belaestigung.html), accessed 30 July 2016.