NHS
The Robert Jones and Agnes Hunt Orthopaedic Hospital
NHS Foundation Trust

Sexual Safety at RJAH

What is Sexual Safety?

Sexual safety covers a range of inappropriate sexual behaviour with different legal and operational definitions and processes.

It includes:

- Language of a sexualised nature,
- Sexual harassment,
- Sexual assault and rape.

We take a systematic zero- tolerance approach to sexual misconduct and violence and keeping our patients and colleagues safe. It is crucial that when you come to work, you feel safe and supported.

We all have a responsibility to ourselves and our colleagues and must act when we see or are concerned about sexual misconduct.

What to do if you witness sexual misconduct in the workplace

If you witness sexual misconduct you must act and consider the following:

- Offer support to anyone targeted or affected by the behaviour, and/or let them know that you feel that the behaviour you witnessed is unacceptable.
- Speak to a colleague and/or consider reporting the behaviour to your line manager, a Freedom to Speak up Guardian, the People Directorate (HR & OD teams) an Employee Support Advisor, or Trade Union/Professional Body.
- Before you report the behaviour you witnessed, try and make sure that the person who was targeted is aware of, and supports your intention to report it. If they do not support your intention to report it and you are concerned, you should not disclose their identity, but you can speak anonymously to any of the above for advice and support.
- Challenge the behaviour by speaking to the person responsible either at the time or at an appropriate time and place, but only if you feel comfortable and it is safe to do so.

If there is an emergency or threat to safety, the police and other organisations are there to help. Call 999 for emergencies or 101 for police in non-emergency situations, as soon as possible.