

## **Equality Act 2010 – employer liability for harassment of employees by third parties: A consultation**

1) If the provisions are repealed:

Do other forms of legislation cover all 'protected characteristics' covered by the Equality Act 2010 i.e. include sexual orientation?

Do other forms of legislation suitably encourage/stimulate an employer to create a culture where third party harassment is not tolerated?

2) Is it safe to measuring the performance of any form of legislation?

a) Using hard metrics i.e. number of employment tribunals as opposed to less-easily measured cultural/attitudinal change.

b) Over such a short-time period.

3) Wouldn't the Sex Discrimination Act cover gender issues and not sexual orientation? Not sure what the other pieces of legislation they mention are?

Just because it is not being used does not mean that the regulation is not needed. There are two possible reasons

1 not being used as the regulation is working as intended (ie a deterrent)

2 the legislation is being bedded in and people are still unaware of it/how to use it.

Either way 18 months is not sufficient time to determine whether the regulation is useful (under the Equalities Act 2010).

Submitted by the Rainbow Group an employee group of Bristol City Council  
August 2012.