

Our Ref: 2018-191

Date: November 2018

Subject: Sexual Harassment Reports

This request asked:

Please answer the following questions but please be specific to employees/former employees who are/were working in offices in Wales.

Please provide a total figure across the financial years 2015-16, 2016-17, and 2017-18 for the following information:

1. In total, how many accusations of sexual harassment were made by members of staff against other members of staff?
 - Of these in 1, how many complainants were women?
 - Of these in 1, how many of those accused were men?
2. How many members of staff were subject to disciplinary proceedings due to accusations of sexual harassment in the work place?
3. How many members of staff were dismissed due to sexual harassment in the work place?
4. How much money has the department paid out in damages/compensation or in settlement agreements to individuals as a result of sexual harassment proceedings? *The answer should include cases where an out of court financial settlement was reached after a claim had been filed, even when the department does not accept the claim/liability; and it should also include cases where court proceedings were not initiated but the department paid damages/compensation or entered an agreement without itself necessarily accepting liability.*
 - What was the largest single sum paid out for such purposes? *(If finding this information would tip the request over the threshold for costs of compliance, please disregard this question)*
5. What is the department's policy for entering non-disclosure agreements (NDAs)?
6. In how many cases in the years specified above has the department used NDAs to resolve sexual harassment cases? *(If finding this information would tip the request over the threshold for costs of compliance, please disregard this question)*

I have carried out significant research for this request and the following should not be the case, but if you think my request exceeds the cost of compliance, you are required to evidence this and advise me how I might bring it under the limit, as outlined in sections 16(1) and 16(2) of FOIA.

Please provide the data in a .xls spreadsheet format, as laid out in section 11(1A) of the Act.

SFO Response:

I can confirm that the SFO does not have an office in Wales.