

Sex discrimination complaints

The most common type of complaint on the ground of sex was in relation to pregnancy accounting for 31% of the sex complaints in employment (Table 23) in the last five years. Pregnancy complaints include women being made redundant or having their roles otherwise terminated shortly after advising of pregnancy (34 complaints), being declined roles (12) or other pre-employment problems (10), and poor treatment after advising of pregnancy (16).

Related to the pregnancy complaints were a further 23 complaints about parental leave, including problems with jobs not being held open for people returning from parental leave.

Sexual harassment is included as a separate form of discrimination in the HRA and remains persistently high.

Table 23 / Sex discrimination and employment complaints

	NUMBER OF SEX COMPLAINTS	PROPORTION OF SEX COMPLAINTS
Pregnancy	128	31%
Gender preference in pre-employment	95	23%
Parental leave	23	6%

Table 24 / Sexual harassment complaints

	NUMBER OF SEXUAL HARASSMENT COMPLAINTS	PROPORTION OF SEXUAL HARASSMENT COMPLAINTS
Harassment (by colleague or not specified)	184	57%
Harassment by person in senior role	113	35%

