

## Supplier Statement: Sexual Harassment

S4C is committed to providing a working environment free from harassment and to ensuring that its staff are treated, and treat others, with dignity and respect. S4C supports the Creative Industries Independent Standards Authority (CIISA) and advocates its published [standards](#).

1. In accordance with section 40A of the Equality Act 2010 and technical guidance published by the Equality and Human Rights Commission, S4C must take reasonable steps to prevent its staff from being subject to sexual harassment, in the course of their employment, by third parties. Third parties include S4C's Suppliers and those engaged by or representing them.

### What is harassment?

2. Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident can amount to harassment.
3. Sexual Harassment may include, for example:
  - 3.1. unwanted physical conduct or "horseplay", including touching, pinching, pushing and grabbing
  - 3.2. unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless);
  - 3.3. e-mails, text messages or social media content of a sexual nature; and
  - 3.4. mocking, mimicking or belittling a person's physical appearance in a sexual manner.
4. A person may be harassed even if they were not the intended "target". For example, a person may be harassed by jokes of a sexual nature if those jokes create an offensive environment.

### S4C's expectations

5. This statement supplements S4C's Supplier Standards Code.  
[https://www.s4c.cymru/media/media\\_assets/Supplier\\_Code\\_of\\_Standards\\_Sept\\_2021final .docx](https://www.s4c.cymru/media/media_assets/Supplier_Code_of_Standards_Sept_2021final_.docx)
6. Suppliers are expected to actively discourage sexual harassment by making it clear to those working for them or on their behalf that they find such behaviour unacceptable.
7. All suppliers S4C should ensure that they have their own internal policies and procedures in place regarding preventing and reporting any incidents of sexual harassment.

### Referral to S4C

8. Suppliers who become aware of sexual harassment, actual or alleged, by those engaged by or representing them must promptly report such instance(s) to S4C. Reports should be made by confidential email to [pryder\\_concern@s4c.cymru](mailto:pryder_concern@s4c.cymru)
9. Suppliers should ensure that those engaged by or representing them are encouraged to report any instances of sexual harassment against S4C staff, whether actual or alleged. Such reports should either be made to the Supplier, directly to S4C's Director of People and Culture or in accordance with S4C's [Concerns Sharing Policy](#). Suppliers should make clear that individuals

who report in good faith will not be subject to any form of victimisation or retaliation as a result.

## **Action by S4C and Supplier following referral**

10. S4C will thoroughly investigate any actual or alleged instance of sexual harassment. Suppliers are expected to cooperate fully in any such investigation, including by providing reasonable access to individuals engaged by or representing them.
11. Whilst respecting the autonomy of suppliers' internal personnel procedures, S4C expects that Suppliers will follow their own investigation and (if relevant) disciplinary process in accordance with legal and best practice requirements.
12. In the event of an actual incident of sexual harassment, or an alleged incident where S4C reasonably believes the allegation to be well founded, S4C reserves the right to take such action as it reasonably considers to be necessary. This may include (but is not limited to) requiring the Supplier to prevent the relevant individual(s) from providing goods or services to S4C on its behalf. S4C also reserves the right to enforce its existing contractual rights and/or cease to enter into any new agreements with the Supplier.
13. Harassment on any grounds is also a criminal offence, primarily under the Protection from Harassment Act 1997. As such, S4C reserves the right to refer incidences of actual or alleged sexual harassment to the Police.

[Link to Welsh language version](#)