

Civil Service Conciliation and Arbitration Scheme

General Council Report 1278

(Meeting/s of 27 April 1994, 3 October 1994)

Claim which seeks to amend Paragraph 5(d) of the Sexual Harassment Guidelines.

Claim to insert a new paragraph, para 5(f) into the Sexual Harassment Guidelines

1. At the General Council meeting of 27 April, 1994, the Staff Side presented a claim that a new paragraph, 5(f) be inserted into the Guidelines on dealing with Sexual Harassment in the Civil Service to read as follows:

The complainant will be informed by the Personnel Manager as to whether his/her complaint was upheld, whether the matter was being pursued under the Disciplinary Code, and if disciplinary action was eventually taken or not. He/she shall also be informed of what action, if any, the Personnel Manager took if the matter was not pursued under the Disciplinary Code

and that existing paragraph 5(f) would be renumbered as 5(g).

2. The claim was discussed at General Council on 27 April 1994. The Staff Side said that the purpose of the claim was to ensure that a victim of sexual harassment would get as much information as possible regarding the course of action taken as a result of the complaint and subsequent investigations. They said that the wording proposed was based on that in the Guidelines under discussion in Telecom Eireann. The Staff Side requested that the claim be referred to the Equality Sub-Committee of General Council. The Official Side agreed.

3. Following discussion in the Sub-Committee, the Official Side proposed that as paragraph 5(e) dealt with the situation where the matter was not being pursued as a disciplinary issue, an addition to paragraph 5(d), rather than a new paragraph 5(f) should suffice. The Staff Side agreed that the following be added to paragraph 5(d) of the Guidelines:

The Personnel Officer shall inform the complainant as to whether the complaint was upheld, whether the matter is being

pursued under the Disciplinary Code and whether disciplinary action was eventually taken or not.

4. This report, recording agreement, was adopted on 3 October 1994.

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