

# Equality and Human Rights Commission – Great Britain



**ESR  
Issue**

In March 2018, the NHRI published a report 'Turning the Tables: Ending sexual harassment in the workplace'. The report highlighted how individuals' careers and mental and physical health have been damaged by corrosive workplace cultures, which may be a breach of article 7 of ICESCR, the right to just and favourable conditions at work, specifically safe and healthy working conditions.

**NHRI  
Action**

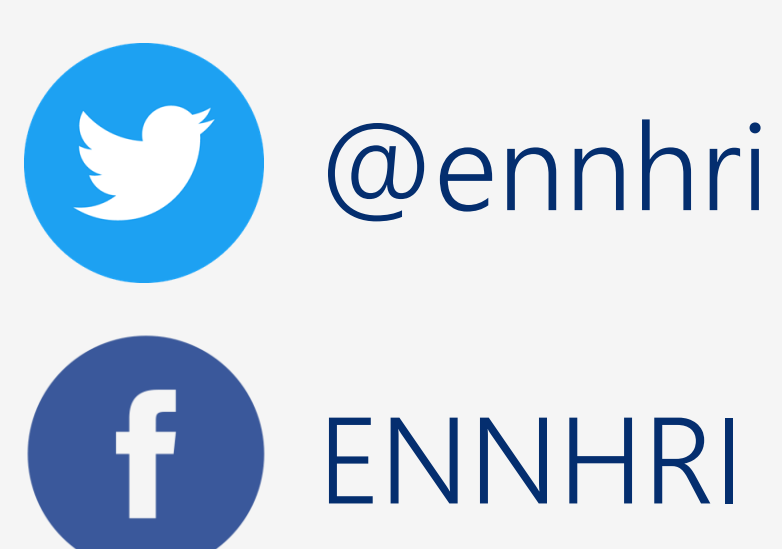
The NHRI made recommendations to the government to transform workplace cultures, promote transparency and strengthen protections, including: introducing a mandatory duty on employers to take reasonable steps to protect workers from harassment and victimisation, extending the limitation period for harassment claims to six months, and reinstating the third party harassment provisions under the Equality Act 2010.

**Impact**

In October 2019, the NHRI launched guidance on the use of confidentiality agreements in discrimination cases, to clarify the law on their use in employment and to set out good practice. In addition, the UK government held a consultation on the legislative changes recommended by the NHRI and agreed that the NHRI should develop technical guidance on sexual harassment.



See more NHRI practices:  
[ennhri.org/esr-in-europe](https://ennhri.org/esr-in-europe)



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