



Without support from my organisation this individual continued to try and contact me until I emailed him back through my work email so that it was documented and advised him that his behaviour was making me uncomfortable and I didn't want to speak to him unless it was work related. I also challenged him contacting my private number and his response was to deny knowledge that it was (despite having a personal voicemail message, where he routinely left voicemails for me to contact him) and to say that his offer of a massage was a joke.

I believe that organisations need to implement their policies better and train their staff on how to manage these kinds of issues. Policies are already in place but anyone can have a policy, it is about how they implement it that matters. The fact that I was employed by [REDACTED] and they failed to recognise the dangers that I was being put in within their workplace is a sad reminder that businesses aren't doing enough and workers are the ones that are made to suffer.

I ended up leaving this role though I remain within the organisation at this time. This unfortunately does put me in the position of having interactions with this individual on occasion that I simply have to deal with because I have not had the support I needed. Victims mustn't be put in a position of having to justify their behaviour, it is those that show the inappropriate behaviour that must be made to answer for it. I hope that is a recommendation that your inquiry puts forward because making a claim of sexual harassment is embarrassing and exposes vulnerabilities for an individual that they are unlikely to go through without just cause.

Thank you for your time.