

NOTICE OF INVESTIGATION

At its meeting today, the Central Executive Council has determined that Karon Monaghan QC be formally instructed to undertake an investigation on its behalf, for which the terms of reference are as follows:

1. Assess the effectiveness of:
 - a. Actions taken by the GMB in response to formal and informal reports of sexual harassment, including sexual assault.
 - b. The GMB's policies and procedures relating to sexual harassment and the manner in which these have been implemented, including:
 - i. processes in place to prevent workplace sexual harassment.
 - ii. training provided to managers and other relevant staff.
 - iii. the accessibility of mechanisms for raising complaints relating to sexual harassment and levels of confidence in these mechanisms by those covered by the policies.
 - c. Steps taken to ensure that those reporting sexual harassment are not victimised.

The assessment above will consider information relating to reports made in the past 10 years.

2. Assess the extent to which formal or informal ways of working, particularly those related to decision-making, and culture, impact on the GMB's ability to prevent and address sexual harassment effectively.
3. Make (i) specific recommendations to address areas where individual or organisational practice and/or the culture of the organisation could be improved in relation to preventing and responding to sexual harassment and (ii) any other such recommendations to the GMB as seem to be appropriate.

The investigation will open on **25 May 2020**.

Anyone who wishes to contribute to the investigation can do so in confidence by contacting Karon Monaghan QC direct by email karonmonaghan@matrixlaw.co.uk or by post to:

Karon Monaghan QC
Matrix Chambers,
Griffin Building,
Grays Inn Rd,
London WC1R 5LN,

or through her instructing lawyer, Elizabeth George at elizabeth.george@didlaw.com or by post to:

Elizabeth George
Didlaw
38 Chancery Lane,

London WC2A 1EN.

Alternatively, individuals can provide their information to The Survivors Trust and ask that the Trust provide this to Karon Monaghan QC.

The closing date for receipt of such information is **30 June 2020**.

Please note that any press enquiries should be directed press.office@gmb.org.uk