

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY R.J. WARD OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 16th JUNE 2020**

Question

Will the Chair advise –

- (a) how many incidents of racist abuse towards employees, if any, have been recorded since 2018;
- (b) what the process is for recording such incidents;
- (c) what the process is for dealing with such incidents; and
- (d) what ongoing support, if any, is given to the victims of such abuse?

Answer

- (a) Four incidents of race discrimination have been recorded since 2018.
- (b) Cases are recorded on Expolink and the Case Management system. Every case is investigated.
- (c) The Bullying and Harassment Policy is followed for dealing with allegations of race discrimination. Racial discrimination is considered a matter of gross misconduct.
- (d) Line manager support, mediation, counselling and occupational referrals are offered to any employees impacted by any allegations of Bullying and or Harassment.

Where appropriate, a link with the case management team, unconnected to the case investigations provides additional assurance for our duty of care to maintain communication.