



Information Governance Team

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30 October 2025

Dear Sir/Madam

**Freedom of Information Act 2000 (FOIA)
Request ID: FOI756782179**

Thank you for your request for information relating to Sexual harassment.

You have requested the following information:

I am writing to request information under the Freedom of Information Act 2000 regarding your organisation's handling of sexual harassment reports and related policies for the years 2022, 2023, and 2024 (to date).

1. How many reports or complaints of sexual harassment or inappropriate sexual conduct has your organisation received in each of the past three calendar years?

We confirm we have received a total of three reports within the past three calendar years.

2. What is your organisation's formal policy for handling reports of sexual harassment?

It is within our Dignity at Work policy, which has its own reporting category on our "raising a concern" forms.

3. Do you classify reports of sexual harassment as whistleblowing reports under your current policies?

Reports of sexual harassment made under the Council's 'Dignity at Work' Policy are not routinely classified as whistleblowing reports. If an individual specifically used the Council's Whistleblowing Policy as a route to report sexual harassment, an assessment would be made on a case-by-case basis as to whether it constituted a qualifying whistleblowing disclosure.

4. Please provide the total number of whistleblowing reports your organisation has received in each of the last three years, and indicate how many of these related specifically to sexual harassment.

The total number of whistleblowing reports for the last three financial years are as follows. Please note that none of the reports were related to sexual harassment.

2024/25 - 10

2023/24 - 11

2022/23 – 6

5. Please provide details of anyone having their council positions terminated due to inappropriate behaviour.

We have only had one case where an employee had their position terminated due to inappropriate behaviour.

The supply of information in response to a FOI request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email icocasework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours faithfully

Information Governance