

Our Ref: IM-FOI-2022-2127
Date: 03 November 2022



FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

For ease of reference, your request is replicated below together with the response.

Under the Freedom of Information (Scotland) Act 2002, please provide the following information:

The number of internal sexual harassment complaints made against police/staff of Police Scotland during the years 2020, 2021 and 2022, with data broken down by:

- (A) Specific date**
- (B) Nature of complaint**
- (C) Type/rank of employee who made complaint**
- (D) Sex of employee who made complaint**
- (E) Type/rank of employee who complaint was against**
- (F) Sex of employee who complaint was against**
- (G) Outcome of each specific complaint**

Your request was initially considered in terms of complaints (or grievances) of sexual harassment made to our People and Development (Human Resources) team

On that basis there is one matter which meets the terms of your request.

In February 2022 an allegation of inappropriate behaviour from a line manager was made to People and Development by a female member of police staff against a male member of police staff. The allegations were progressed via the disciplinary process.

As we advised you by way of clarification, it was possible that there may be formal complaints against the police where the complainer is a police officer or member of police staff and the allegations relate to behaviour that could be deemed sexual harassment.

However, as explained, whilst complaints are categorised, there is no 'sexual harassment' classification - rather, allegations of any nature can be appended with a 'sexual' marker.

As agreed, we progressed this part of your request on that basis and there were zero complaints of relevance.

OFFICIAL

Should you require any further assistance please contact Information Management quoting the reference number given.

If you are dissatisfied with the way in which Police Scotland has dealt with your request, you are entitled, in the first instance, to request a review of our actions and decisions.

Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to foi@scotland.police.uk or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision. You can apply [online](#), by email to enquiries@itspublicknowledge.info or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Office of the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.