

Jing-Yueh Huang-Porterfield v Wah Hep Chinese Community Association

Sex discrimination proceedings brought in the Industrial Tribunal which settled on 16 February 2017.

The Claimant is a woman who was employed by the Respondent as a secretary for approximately 20 months.

The Claimant alleged that she was subjected to unlawful sexual harassment during her employment by her manager.

The Claimant alleged that her manager made sexually offensive comments to her during employment and behaved in an inappropriate manner which made her feel very uncomfortable as a woman.

The Claimant alleged that she became unwell as a result of the harassment and commenced sick leave. She raised a grievance with the Respondent. The Claimant felt she could not return to her job and resigned on the 10th October 2016.

The Respondent agreed to pay the Claimant £6,000 in settlement of these proceedings. The sum was paid without any admission of liability. The Respondents sincerely regretted any upset felt by the Claimant in the course of her employment. The Respondents affirmed their commitment to the principle of equality of opportunity in employment and to ensuring that the policies and procedures of the Respondent comply in all respects with its obligations under current national and European equality law and the relevant Codes of Practice, in particular those issued under the Sex Discrimination (NI) Order 1976 (as amended). The Respondent agreed to liaise with Equality Commission to review its equal opportunities and sexual harassment policies and procedures. The Respondent undertook to implement in full such recommendations as the Commission may make within a time scale specified by the Commission. The Respondent undertook to communicate its amended policies and procedures to all its staff. The Respondent agreed to report to Equality Commission on the implementation of the measures taken under its review of its harassment and equal opportunities procedure.

- [Read the press release about this case](#)