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TO

Require that claims by employees alleging sexual impropriety be limited to cases where the alleged misconduct is contrary to the criminal law and has been reported to the police.

BE IT ENACTED by the Queen’s most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1 Allegations of sexual impropriety

- (1) No employee shall make an allegation of sexual impropriety against an employer or a fellow employee as part of any proceedings before an employment tribunal, unless that allegation has been referred by way of complaint to the police prior to the commencement of such proceedings. 5
- (2) For the purposes of this act “allegations of sexual impropriety” shall include any allegation of sexual harassment or other sexual conduct which, if proved, would amount to conduct contrary to the criminal law.

2 Short title and commencement

- (1) This Act may be cited as the Sexual Impropriety in Employment Act 2013. 10
- (2) This Act comes into force at the end of the period of two months beginning with the day on which this Act is passed.

Sexual Impropriety in Employment Bill

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To require that claims by employees alleging sexual impropriety be limited to cases where the alleged misconduct is contrary to the criminal law and has been reported to the police.

*Presented by Mr Christopher Chope,
supported by
Mr Philip Hollobone, Mr Peter Bone,
Mr David Nuttall, Philip Davies
and Mr Douglas Carswell.*

*Ordered, by The House of Commons,
to be Printed, 24 June 2013.*

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