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**Our ref: I873791**

15 July 2021

Dear ####

We write further to your request which was received on 28 June 2021 and which states:

The IOMPO has a legal duty of care towards its employees.

1. How many cases of Victimisation & Harassment have been reported by staff to management over the last 5 years? split by each year.
2. How many of these cases were investigated?
3. How many resulted in disciplinary action against the offenders?
4. How many staff have reported Victimisation & Harassment as a contributing factor to them leaving the IOMPO?
5. Would a manager that concealed Victimisation & Harassment reported to him/her be dealt with under the disciplinary policy?
6. Can you provide a copy of any relevant Victimisation & Harassment or similar policies and procedures that the IOMPO would use?

Our response to your request is as follows and I have enclosed copies of the policies and procedures that are being released to you.

1. How many cases of Victimisation & Harassment have been reported by staff to management over the last 5 years? split by each year.
  - 2016/17 – 1
  - 2017/18 – 1
  - 2018/19 – 2
  - 2019/20 – 1
  - 2020/21 – 2
2. How many of these cases were investigated? **All formal complaints are investigated.**
3. How many resulted in disciplinary action against the offenders? **Two**
4. How many staff have reported Victimisation & Harassment as a contributing factor to them leaving the IOMPO? **One**
5. Would a manager that concealed Victimisation & Harassment reported to him/her be dealt with under the disciplinary policy? **Yes**
6. Can you provide a copy of any relevant Victimisation & Harassment or similar policies and procedures that the IOMPO would use?" **Attached**

Please quote the reference number I87379I in any future communications.

### **Your right to request a review**

If you are unhappy with this response to your freedom of information request, you may ask us to carry out an internal review of the response, by completing a complaint form and submitting it electronically or by delivery/post.

An electronic version of our complaint form can be found by going to our website at <https://services.gov.im/freedom-of-information/Review> . If you would like a paper version of our complaint form to be sent to you by post, please contact me and I will be happy to arrange for this. Your review request should explain why you are dissatisfied with this response, and should be made as soon as practicable. We will respond as soon as the review has been concluded.

If you are not satisfied with the result of the review, you then have the right to appeal to the Information Commissioner for a decision on;

1. Whether we have responded to your request for information in accordance with Part 2 of the Freedom of Information Act 2015; or
2. Whether we are justified in refusing to give you the information requested.

In response to an application for review, the Information Commissioner may, at any time, attempt to resolve a matter by negotiation, conciliation, mediation or another form of alternative dispute resolution and will have regard to any outcome of this in making any subsequent decision.

More detailed information on your right to a review can be found on the Information Commissioner's website at [www.inforights.im](http://www.inforights.im).

Should you have any queries concerning this letter, please do not hesitate to contact me.

Further information about freedom of information requests can be found at [www.gov.im/foi](http://www.gov.im/foi).

I will now close your request as of this date.

Yours sincerely

FOI Co-ordinator