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One in four people say they work with a sexual predator, who many claim is so bad they have warned other colleagues about them, new research shows.

Twenty-nine per cent of adults say they have been sexually harassed at work and 26% work with someone who “everyone knows has a reputation for being a predator.”

Worryingly, 39% also believe that their managers are “oblivious” to what’s going on, and few workers are willing to call it out.

While 86% said they had felt compelled to warn colleagues about predatory members of staff, only one in 10 who had witnessed sexually inappropriate behaviour went as far as to report it.

The research was commissioned by [The Barrister Group](#) to see if things had improved in the years since #MeToo, which sparked a global movement empowering victims to call out sexual harassment and abuse.

Censuswide spoke to 2,019 workers about their personal experiences in a variety of sectors including healthcare, HR, education and law.

Astonishingly, 30% of people thought touching someone’s bum, deliberately rubbing up against them or making sexual comments about their appearance was acceptable.

More than half (59%) also did not recognise that workplace relationships with a power imbalance – such as between a manager and junior colleague – may not be okay.

“One of the most worrying aspects of the research is that many people don’t seem to recognise what sexual harassment is,” says Dr Anna Loutfi, an employment barrister.

“As barristers, we tend to see only the most serious cases that end up in court. That doesn’t mean complaints that do not meet the threshold for litigation should be dismissed.

“If someone’s actions are making a colleague feel uncomfortable, intimidated, violated or degraded then absolutely that behaviour needs to be taken seriously and the necessary action taken.”

Less than half (48%) of victims had reported what had happened to them, fearing not only that they would not be supported but they would be treated negatively as a result.

Almost two-thirds (63%) of those surveyed said management set the tone for how employees should behave and thought training in how to tackle sexual harassment could be better.

Dr Loutfi adds: “I think a lot of people assumed that things had improved in the aftermath of #MeToo. Sadly, the reality seems to be that there is still a lot of work to be done.

“The majority of victims stay silent for fear they may not be believed or may even be blamed, and witnesses often don’t want to raise their heads above the parapet.

“The starting point for any employer should be a robust policy on sexual harassment which is communicated and makes clear to all workers how such behaviour will be dealt with.

“Without that, the risk is the cycle continues and offenders carry on, unchecked, in the knowledge that they are unlikely to have to face the consequences of their actions.”

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