

## **Sexual discrimination and harassment in the workplace**

The display of sexist and pornographic imagery in any workplace (which includes Hooters) is potentially actionable as hostile environment sexual harassment - as is sexist behaviour. Employees have the protection of the law because it is recognised that sexist behaviour, and sexist / pornographic imagery can have the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

Under new legislation (Equality Act 2010) an employee can also bring a complaint for harassment even where it is not directed at them personally, if it has created an offensive environment for them to work in. Employees can also bring a claim against their employer where third party harassment takes place (eg by a customer).

It appears that Hooters as an employer must believe it is acceptable to expose their staff to competitions and imagery that present women as only and always sex objects.