

# ARMY SERVICE COMPLAINT (SC) CASE SUMMARY 5 - SEXUAL DISCRIMINATION AND UNFAIR TREATMENT

## FINAL DECISION LETTER ISSUED IN 2019

### DECISION BY DECISION BODY (DB)

#### Complaint

A Regular Warrant Officer (WO) complained of repeated bullying on numerous occasions, and discrimination based upon her sex by another WO.

#### Investigation

All the stated incidents were deemed Admissible and investigated by an independent Fee Earning Harassment Investigation Officer.

#### Decision and Findings

The DB **Partially Upheld** the SC and decided the WO was **wronged** as:

1. The respondent made inappropriate personal comments about the complainant.
2. The complainant was discriminated on grounds of her sex.
3. The respondent used inappropriate language and behaviours towards the complainant.

#### Redress

The redress awarded by the DB was that disciplinary action was taken against the respondent to address both his professional and inappropriate behaviours, and he was to complete additional training.

**Lesson Identified:** The Army Mediation Service should have been considered to address the breakdown in these 2 WOs' professional relationship.

**Service Complaints Ombudsman for the Armed Forces (SCOAF)**

**Involvement:** No

### DETERMINATION BY APPEAL BODY

**Appeal:** The complainant did **not** submit an application to Appeal the DB's Decision.