

## Submission – Anonymous 2 – 6th March 2023

I take this opportunity to thank you for this step you have taken.

I will be brief regarding the welfare of work permit holders.

1. Sexual harassment and bullying - I have been a victim of this in the line of duty at the [REDACTED] Hotel. Not only me, majority of them [sic] and ended up settling for that [sic] due to the fear of their visas been Jeopardised by the company.

2. Victimization. This came in hand with point No.1. Having raised my allegations, my hours were reduced from 40hrs to 29hrs which is against the immigration law and policy. I believe this was breached and no action was taken. I was threatened and inflicted fear over my life at work [sic].

3. Mental health. I got affected in the line of duty [sic] due to lack of support from my employer and was not treated as a victim even after requesting support. I have was subjected to be reporting to the perpetrator [sic] and perceived that as punishment. Friends of Africa Jersey and Liberate Jersey came through and supported my mental health.

4. Lack of Cultural intelligence and Company policy regarding sexual harassment and bullying. The company neither the policy nor the procedure of sexual harassment [sic].

When I raised my issues, I was asked not to mention it to anyone nor reporting the issue to the police [sic]. I perceived this as a threat as the company was trying to protect their reputation.

I had to seek advice on how to handle the issue. I was advised to report to the immigration [sic]. They advised me to report the police and JACS as they would never jeopardise my visa for reporting the matter [sic]. This is still under investigation.

I went ahead and put down a claim at the tribunal. I approached my witness to write down a statement. He requested to be a witness under a condition. If I offered him £1500, he would proceed and write. I perceived that as a bribe. I ended up being a witness to myself.

Before the hearing the company asked my supposed witness to be their witness and he was very much okay writing down a statement. I believe the company bribed him to do so.

He has witnessed the perpetrator getting into intimate with staffs [sic] in secluded areas without CCTV cameras and still support him over his behaviour. He has always by bribed [sic] by giving him more hours to get more pay.

Young girls are suffering in silence at the [REDACTED] Hotel. They are in fear of speaking up for themselves. Having been brave and reported, I was secluded [sic] and treated as an enemy of the people.

The harassment is between the management and junior staff which really affecting [sic] their job performance.

I would suggest the immigration [sic] needs a policy on reporting sexual harassment and protection of people on a visa. We are treated as there is a subtle message of you know your rights and we will not invite you back/you will be shipped back to Africa [sic].

NB This is also happening to the boy child as he also ends up settling for it due to fear of expression [sic].