

1st September 2023 - Anonymous

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Corporate Services Scrutiny Panel
People and Culture

Dear Monique

I am writing to express my deep concern about the escalating issues of bullying, harassment, victimization, and discrimination that have been plaguing workplaces in Jersey. These issues have reached an alarming level and seem to persist due to the inadequacy of prevention strategies, ineffective policies and procedures, and a lack of comprehensive investigations. As a result, the physical and mental well-being of employees is being seriously compromised, leading to significant stress and mental health concerns.

One of the most distressing aspects of this situation is the lack of effectiveness in the existing employee support programs. While workplace stress and mental health challenges have become increasingly recognized as critical issues in today's professional environment, the current programs in place seem to fall short of addressing the complex and often distressing consequences of the workplace environment. It is imperative that these programs are improved to offer adequate assistance to employees who are facing difficulties stemming from workplace harassment, bullying, and discrimination.

In particular, I wish to raise concerns about the discrimination on the grounds of race (national origin), which seems to be severely lacking in efficient protection in Jersey. The absence of comprehensive education on this subject has led to an environment where individuals, including myself, no longer feel safe within their workplaces. The changes in the European Union structure and the evolving interpretation of the new system in Jersey have only exacerbated these issues, leaving employees vulnerable and unsupported.

My personal experience echoes these concerns. Over the course of a few years, I have found myself filing three separate cases of bullying, harassment, and discrimination. Each investigation, however, yielded no substantial results, leaving me with no option but to leave those workplaces. This has now placed me in a distressing situation where finding employment in Jersey has become a challenge despite my qualifications—a STEP Diploma in International Trust Management, experience in Compliance and trust administration, and a 15-year residency in Jersey as a British citizen.

I believe that it is of utmost importance for the States of Jersey to acknowledge these issues and take decisive actions to rectify them. This includes a thorough review of the existing policies and procedures, strengthening the investigation processes, and implementing comprehensive employee support programs that cater to the unique challenges arising from workplace stress, harassment, and discrimination.

Furthermore, it is crucial to address the significant barriers individuals face when attempting to access channels like the Jersey Employment Tribunal for redress. Presenting a case before the Tribunal can be an incredibly complex and daunting task, often requiring legal expertise that many individuals, like myself, cannot afford. The intricacies of navigating the formal format of legal documentation can lead to discouraging outcomes. For instance, my claim form for discrimination was rejected on three separate occasions simply because it did not adhere to the formal format, despite my clear articulation of the

violation of my rights. I was left to handle every aspect of my case on my own due to financial constraints preventing me from hiring a lawyer.

In light of these challenges, I urge the authorities to consider streamlining the process for individuals to access justice through the tribunal system. Providing clearer guidelines and offering resources for those who are self-representing could significantly level the playing field and ensure that valid claims are not dismissed solely on procedural grounds. A more accessible avenue for seeking redress will not only empower individuals to stand up against workplace injustices but also contribute to an overall improvement in workplace culture by holding wrongdoers accountable.

Moreover, by addressing the systemic flaws that currently hinder individuals from seeking justice and support, the States of Jersey can send a strong message that they are committed to fostering an environment of equality, respect, and fairness. This proactive approach will not only benefit individual employees but also enhance the reputation of Jersey as a jurisdiction that values the well-being and rights of its workforce.

I am confident that by taking these steps, the States of Jersey can set an example for progressive change in workplace dynamics and contribute to a more inclusive and supportive work environment for all.

I kindly request that the Scrutiny Panel address these concerns with the urgency and gravity they deserve. It is my hope that the States of Jersey can take proactive measures to create a safer, more inclusive, and supportive work environment for all employees, regardless of their background.

Thank you for your attention to this matter. I look forward to your response and actions on this pressing issue.