

## Making and handling complaints

If someone has experienced or witnessed sexual orientation discrimination at work, they can make a complaint to their employer. The employer should take it seriously and look into it as soon as possible.

Sexual orientation discrimination can be very distressing. It can have a severe impact on someone's mental health and wellbeing.

Employers should make sure that:

- employees know how to report homophobic behaviour and other discrimination
- anyone who's experienced or witnessed discrimination feels safe, protected and supported
- anyone accused of discrimination is treated in an impartial and fair way

### If you've experienced discrimination

If you believe you've experienced discrimination related to sexual orientation, you can make a complaint to your employer.

You should make a complaint as soon as possible. But if you make a complaint a long time after an incident has taken place, your employer should still take it seriously.

[Find out what to do if you've been discriminated against](#)

### Witnessing discrimination

If you think someone at work is being discriminated against because of sexual orientation, there are actions you can take.

This could include trying to stop it happening if you feel it's safe, supporting people or giving evidence.

Witnessing discrimination might also affect you personally. In some circumstances, you could make a harassment complaint yourself.

[Find out more about witnessing discrimination](#)

### Handling a discrimination complaint

If you're an employer or manager, you should look into any discrimination complaint in a way that's fair and sensitive to:

- the person who made the complaint
- anyone who witnessed it
- anyone accused of discrimination

[Find out how to handle a discrimination complaint](#)

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