



PLASTA take the issue of sexual harassment in the workplace very seriously.

We applaud Ms Phillipa Jackson's courage for sharing her story and shedding light on the issue of sexual assault in the workplace. It is deeply distressing to read the testimonies from colleagues who have faced these unacceptable behaviours in the surgical community.

PLASTA are fully committed to supporting any individuals who have faced, or are facing, sexual harassment, assault or rape in the workplace. You can get emotional support and legal advice from RCS England's 24/7 Confidential Support and Advice Service on 020 7869 6221.

Previous surveys conducted on this issue have highlighted that there is much work to be done towards promoting a culture with zero-tolerance to sexual harassment and to ensure that individuals are fully empowered to raise concerns without repercussions. Changing workplace culture is not an easy issue to tackle, but it is one that we remain committed to reforming and improving for future generations.

As a trainee association, our primary focus is to increase education in three ways. Firstly, through ensuring everyone understands the clear boundaries of inappropriate behaviours in the workplace. Secondly, raising awareness of the reporting pathways that are open to all trainees; to support them, report abuse and *stop* abuse as it happens. Finally, to shed light on historical episodes of harassment, so that we can work together as a community within Plastic Surgery to ensure that history never repeats itself.

We will continue to expand our mentorship programmes and signpost resources for support. We are committed to work closely with relevant organisations such as the Royal Colleges, GMC, BAPRAS and ASIT to create robust systems to ensure that sexual and other forms of harassment have no place in our profession.

On behalf of PLASTA Committee 2022

Kirstie & Nikita

President & Vice President