



## HARASSMENT, BULLYING AND VICTIMISATION POLICY

### 1. POLICY

1.1 The Committee of Lower Holker Village Hall believe that all people have a right to be treated with respect and dignity

1.2. Harassment, bullying and victimisation are unacceptable behaviour which undermines this right.

1.3. Harassment as defined in the Equality Act 2010 is : unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. The relevant protected characteristics are age, disability, gender reassignment, marriage / civil partnership, race, religion or belief, sex, sexual orientation.

1.4 Harassment, bullying and victimisation are often so closely linked that they appear to be the same thing as an instance one often leads to an instance of another. For example, bullying is the common denominator of harassment, discrimination, abuse, violence etc.

1.5 Various types of behaviour can be described as harassment, including,

- a. Spreading malicious rumours, or insulting someone by word or behaviour
- b. Copying information that is critical of someone to others who do not need to know.
- c. Ridiculing or demeaning someone=picking on them or setting them up to fail.
- d. Exclusion or victimisation.
- e. Unfair treatment.
- f. Overbearing supervision or other misuse of power or position.

- g. Unwelcome sexual advances-touching, standing too close, display of offensive materials, asking for sexual favours, making decisions on the basis of sexual advances being accepted or rejected.
- h. Making threats or comments about security of their position/role without foundation.
- i. Deliberately undermining competence by overloading and constant criticism.

1.6 Bullying and harassment is not necessarily face-to-face, it may occur through written communications, visual images (e.g., pictures of a sexual nature, embarrassing photographs of colleagues ) email and phone.

1.7 Treatment of complaints concerning harassment, bullying and victimisation will be dealt with through the Complaints and Procedure Policy.

1.8 This policy will be reviewed annually to assess its implementation and effectiveness.