

## **1219 – Harassment, bullying and abuse**

### **1 Background**

Bullying, harassment or abuse is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.

#### **Examples of bullying, abuse or harassing behaviour include:**

- spreading malicious rumours
- unfair treatment
- picking on someone
- regularly undermining an individual
- physical or nonphysical treatment that causes physical or emotional injury, hurt, or damage

Bullying and harassment can happen:

- face-to-face
- by letter
- by email
- by phone
- by social media

### **2 The law**

Bullying itself isn't against the law, but harassment and abuse is. This is when the unwanted behaviour is related to one of the following:

- age
- sex
- disability
- gender (including gender reassignment)
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation

### **3 What members and employees should do if they're bullied, harassed or abused**

Members and employees should see if they can sort out the problem informally first. If they can't, they should talk to the:

- Branch Chairman (for branch members)
- Chief Executive (for employees)

If this doesn't work, they can make a formal complaint using the Fellowship's complaints procedure.

Date policy adopted:.....

Signed: .....  
Chairman of the Board of Trustees