

THAMEPRIDE

HARASSMENT & BULLYING POLICY

General principles

Thame Pride:

- (i) is committed to maintaining an environment in which the rights and dignity of all its members, volunteers, and attendees to its events, are respected.
- (ii) expects all members, volunteers, and attendees to its events, to treat each other with respect, courtesy and consideration. All have the right to expect professional behaviour from others, and a corresponding responsibility to behave professionally towards others.

Harassment is a serious offence. Where necessary, complaints of harassment, bullying or other inappropriate behaviour will be investigated in line with the appropriate procedures and necessary action taken, including, reporting such matters to the police.

All members and volunteers have a personal responsibility for complying with this code.

Definitions

A. Harassment

A person subjects another to harassment where they engage in unwanted and unwarranted conduct which has the purpose or effect of:

- violating that other's dignity, or
- creating an intimidating, hostile, degrading, humiliating or offensive environment for that other.

Harassment may involve repeated forms of unwanted and unwarranted behaviour, but a one-off incident can also amount to harassment.

Harassment on grounds of sex (including gender re-assignment), race, religion or belief, disability, sexual orientation or age may amount to unlawful discrimination. Harassment and bullying may occur not only on grounds of characteristics or

perceived characteristics of the recipient of the behaviour but also on grounds of the characteristics or perceived characteristics of a person associated with them.

Harassment may also breach other legislation and may in some circumstances be a criminal offence, e.g. under the provisions of the Protection from Harassment Act 1997.

Reasonable and proper management instructions administered reasonably, or reasonable and proper review of a member's work and/or performance will not constitute harassment or bullying.

Behaviour will not amount to harassment if the conduct complained of could not reasonably be perceived as offensive.

B. Bullying

Bullying is a form of harassment. It may be characterised by offensive, intimidating, malicious or insulting behaviour, or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

C. Behaviour

Examples of behaviour which may amount to harassment and bullying include (but are not limited to) the following:

- a) offensive comments or body language
- b) verbal or physical threats
- c) insulting, abusive, embarrassing or patronising behaviour or comments
- d) humiliating, intimidating, and/or demeaning criticism
- e) open hostility
- f) deliberately undermining a competent person by overloading with work and constant criticism
- g) isolation from normal workplace, conversations, or social events
- h) publishing, circulating or displaying pornographic, racist, homophobic, sexually suggestive or otherwise offensive pictures or other materials
- i) unwanted physical contact, ranging from an invasion of space to a serious assault.

Many of these examples of behaviour may occur when using the Internet, email, social networking sites, or telephone.

All the examples above may amount to bullying, particularly when the conduct is coupled with the inappropriate exercise of power or authority over another person.

Being under the influence of alcohol, illegal drugs or otherwise intoxicated is not an excuse for harassment and may be regarded as an aggravating feature.

D. Intention or motives

The intention or motives of the person whose behaviour is the subject of a complaint are not conclusive in deciding if behaviour amounts to harassment or bullying.

E. Victimization

Victimization occurs where a person is subjected to detrimental treatment because they/he/she has, in good faith, made an allegation of Harassment, Bullying or inappropriate Behaviour, or has indicated an intention to make such an allegation, or has assisted or supported another person in bringing forward such an allegation, or participated in an investigation of a complaint, or participated in any disciplinary hearing arising from an investigation.

Thame Pride seeks to protect any member from victimization arising because of bringing a complaint or assisting in an investigation where they act in good faith.

Victimization is a form of misconduct which may itself result in a disciplinary process.

Confidentiality

All information concerning allegations of Harassment, Bullying, or other inappropriate Behaviour must be treated in the strictest confidence and breaches of confidentiality may give rise to disciplinary action. All parties involved in a complaint (including any witnesses who may be interviewed as part of any investigation, or trade union representatives supporting any of the parties) should maintain the confidentiality of the process and its subject matter.