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# **Bullying and Harassment**

## **A work place issue?**



# What is Bullying & Harassment?

## **Workplace Bullying**

persistent, offensive, intimidating, humiliating behaviour which attempts to undermine an individual or group of employees.

## **Harassment**

unwanted conduct related to a relevant protected characteristics, the purpose or effect of which is to violate an individuals dignity or create an intimidating, hostile, degrading, humiliating, or an offensive environment for that individual.

- The Equality Act 2010

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# What is Bullying & Harassment?

## Workplace Bullying

1. Can be harassment
2. No law that directly bans workplace bullying (but... see later)
3. Cannot bring a complaint for bullying to an employment tribunal (unless it qualifies as harassment)

## Harassment

Three types:

1. regarding relevant protected characteristics (age, disability, gender reassignment, religion or belief, race, sex, and sexual orientation).
2. sexual harassment.
3. less favourable treatment because an individual submitted to or rejected sexual harassment or harassment regarding their sex or gender reassignment .

# So how do we tackle it?

## Collective Bargaining

### Cover the entire workforce

1. The best tool we have are our members.
2. Workplace surveys.
3. Get the message out.

### Workplace policies and procedures

1. Ensure clear policies are in place.
2. Prevention is better than a cure.

# Risk Assessment

Employers must risk assess all workplace hazards.

## 5 simple steps

1. Identify the hazard
2. Decide who might be harmed and how
3. Estimate the chance of harm and identify ways to avoid or reduce the risk
4. Record and apply findings
5. Review and update as necessary

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# Summary

- Bullying and Harassment are preventable at work.
- Bullying and Harassment have distinct differences – based on protected characteristics
- Bullying and Harassment should be risk assessed just like any other workplace hazard
- Employers should have systems in place to minimise occurrence





# Contact Details



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Thank You

Any Questions?