

EQV Bullying & Harassment Policy

Aim

EQV UK Ltd is committed to providing a working environment free from harassment, intimidation and bullying.

Scope

EQV UK Ltd will endeavour to create an environment where all employees can come to work without fear and be treated with respect from others. Any action that constitutes Bullying or Harassment (that is proven) is likely to lead to disciplinary action being taken and may include dismissal without notice.

Statement

1 Harassment

Harassment may take many forms. Harassment is defined as: unwanted conduct related to a relevant protected characteristic (listed below), 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. It is likely to be unwelcome and felt to be offensive by the recipient, regardless of the intentions of the perpetrator.

Harassment on the grounds of Sex, Race, Disability, Religion or Belief, Sexual Orientation, Gender re-assignment, marriage and civil partnership, pregnancy and maternity or Age, constitutes discrimination, and as such, is unlawful. Harassment may also be a civil or criminal offence, as well as contravening Health & Safety Legislation.

2 Bullying

Bullying, as well as physical, can take the form of sustained psychological abuse. It is often a gradual wearing down process that makes individuals feel demeaned. Bullying can be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. Bullying can be regarded as any unsolicited or unwelcome act that humiliates, intimidates or undermines the individual involved.

3. Bullying and Harassment by a Third Party

EQV UK Ltd will not tolerate bullying or harassment conducted by a third party (for example a customer or supplier) against any EQV employee, agency worker or visitor. Any instances of this should be reported as detailed below.

4 How to Report Bullying or Harassment

Should you feel that you are being either bullied or harassed then you should either:

- Request an informal meeting with your line manager or a member of the HR department.
- Raise a formal Grievance in accordance with EQV UK Ltd Grievance policy.

Complaints that, after investigation, are deemed to be vexatious or malicious will not be tolerated and may lead to disciplinary action being taken.

All employees are expected to comply with this policy and are expected to conduct themselves in an appropriate non-threatening manner. If not then disciplinary action may be taken, which may result in dismissal.

- This policy is fully supported by senior management
- This policy will be monitored and reviewed regularly.

Related Legislation

Protection from Harassment Act 1997

Sex Discrimination Act 1975 (as amended)

Race Relations Act 1976 (as amended)

Disability Discrimination Act 1995 (as amended)

Employment Equality (Religion or Belief) Regulations 2003

Employment Equality (Sexual Orientation) Regulations 2003

Employment Equality (Age) Regulations 2006

Equality Act 2010