



Camden People First

Bullying and Harassment Policy

Policy Statement



This policy is made to let people know that Camden People First do not allow bullying or harassing behaviour at work.

It tells managers and members of staff what to do if staff is bullied or harassed at work.

Things Camden People First will not allow



Camden People First will not allow bullying or harassing behaviour at work and will deal with it seriously, fairly, and in private.



If you see someone being harassed or bullied, you should tell your manager or another member of staff.



Staff must behave with care towards others and should not support the bullying or harassment of others.



Camden People First will make sure anyone who makes a complaint of harassment or bullying will be treated fairly.



What is bullying and harassment?

Bullying and harassment can be explained in many different ways and anyone reporting it can explain it in their own way.



An organisation called **ACAS** (Advisory, Conciliation and Arbitration service) describes **bullying** as bad behaviour that upsets or scares others and is rude or evil.



It is also when someone in charge uses their power in the wrong way to hurt or shame someone else.



Harassment is when someone acts in a way that hurts another person's feelings and makes them feel bad and always scared where they are.



There is an Act called The Equality Act 2010 which explains harassment as actions someone does which upsets someone else.



The Equality Act protects private information about a person, such as their

- age
- disability
- gender
- race
- religion

so, everyone can be treated the same.



Harassment is not allowed in Camden People First in any way.



Bullying or harassment can be something that happens once or many times. It can happen in many different ways, such as verbal, (the things someone says) non-verbal or can be real harm or hurting someone by violent behaviour.



Staff may not always know when their behaviour is bullying or harassment but they must know that everyone is different and someone may not allow what another person does allow.



When someone is reported for bullying or harassment, they sometimes deny it or say that they don't think they harmed anyone.



This will not get them out of trouble because the person who reported the bullying feels sad and upset.