

Bullying and Harassment Policy

FRU has a commitment to equality of opportunity and will not tolerate the harassment or bullying of one member of its community by another.

Harassment

Harassment is unwanted conduct related to a relevant protected characteristic, 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.

Bullying

Bullying may be characterised as offensive, intimidating, malicious or insulting behavior, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.

Responsibilities of All Volunteers

Harassment and bullying is misconduct and disciplinary action may be taken under FRU's Disciplinary Procedure.

Any volunteer who becomes aware of harassment or bullying occurring or who experiences bullying or harassment themselves should bring the matter to the attention of one of the Legal Officers or if this is not appropriate, the Chief Executive.

Any complaint will be taken seriously and will be dealt with under FRU's complaints and/or disciplinary policy.

Adopted 2013