

Unite has a **ZERO TOLERANCE** policy towards bullying and harassment in the workplace

No Unite member should have to tolerate sexual harassment at work.



Bullying can take many forms. It is generally accepted as unwanted behaviour that is persistent, offensive, abusive, intimidating, malicious or insulting behaviour, abuse of power or unfair penal sanctions, which makes the recipient feel upset, threatened, humiliated or vulnerable, which undermines their self-confidence and which may cause them to suffer stress.

Harassment is usually seen as constant interference or intimidation that violates people's dignity or creates a hostile or degrading environment. As with harassment, bullying is defined largely by the impact of the behaviour on the recipient not its intention.

Examples of sexual harassment include:

- Physical harassment.
- Unwanted sexual comments or personal comments about a woman's appearance.
- Non verbal harassment such as unwanted gestures or displays of pornographic pictures.

Employers may also be liable for harassment by third parties such as clients or customers, provided the employer knows the worker has been subject to harassment on two previous occasions and has not taken any reasonably practicable steps to prevent the harassment.

If you believe you are being bullied or harassed at work, your employer has a legal responsibility to tackle harassment at work.

1. Keep a written record of all incidents including the date and any witnesses.
2. Contact your union representative who will represent you, whether you want to deal with the issue with your employer formally or informally.
3. Remember there is a three month time limit if you decide to take a legal case against your employer.

YOU CAN JOIN UNITE THE UNION
sign up today at www.unitetheunion.org



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