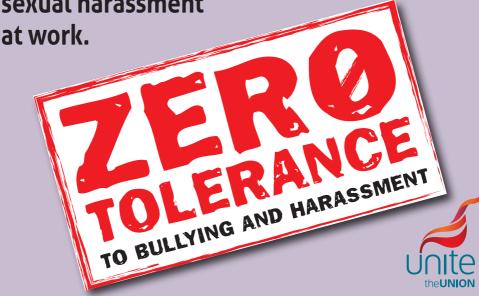
Unite has a **ZERO TOLERANCE** policy towards bullying and harassment in the workplace

No Unite member should have to tolerate sexual harassment



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



UNITE NATIONAL CONTACT

Alison Spencer-Scragg National Officer for Equalities

equality@unitetheunion.org

Unite House, 128 Theobalds Road Holborn, London WC1X 8TN, 0207 611 2635

REGIONAL CONTACTS

North West 0151 559 2004

North East, Yorkshire and Humberside 0113 236 4830

West Midlands 0121 553 6051

East Midlands 0116 253 2020

South West 0117 923 0555

South East 01753 313 820

London/Eastern 0208 800 4281

Ireland: Belfast 028 90 232381 Dublin 00353 (0) 1 8734577

Scotland 0141 404 5424

Wales 02920 394521

