

HOW TO RESPOND TO CLAIMS OF BULLYING AND/OR HARASSMENT

It is important to maintain a commitment to having a workplace that is free from harassment and/or bullying, and where individuals are treated with dignity and respect. All claims of bullying and/or harassment should be taken seriously, treated with sensitivity and investigated promptly.



What is bullying and harassment?

Bullying or harassment is something that has happened that is unwelcome, unwarranted and causes a detrimental effect. It is important to recognise that conduct which one person may find acceptable, another may not.

Third party

In some circumstances, it may be beneficial to involve a neutral third party (a mediator) to facilitate a resolution to the problem.

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This document has been written by the HR Services Partnership – a company that provides HR advice and guidance to local (town and parish) councils. For more information about their services, contact them on 01403 240 205.

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