

## **2024 Anti-Bullying and Harassment Policy**

St Giles believes that all students and staff should be free to work and study without being hurt or upset by the behaviour of others. In particular we will not tolerate any behaviour which discriminates against people in relation to:

- gender, gender reassignment or sexual orientation
- marital status
- race, ethnic origin, nationality or skin colour
- religious belief or political opinion
- medical conditions, disability or appearance
- willingness to challenge harassment, leading to victimisation

Such behaviour can include unwelcome physical, verbal or non-verbal conduct. Such behaviour is unacceptable:

- Where it is unwanted, unreasonable and offensive to the recipient
- Where it is used as the basis for an employment decision
- Where it creates an environment where it is difficult to study or work

Some behaviour which would be seen as harassment or bullying:

- Physical conduct ranging from touching to serious assault – such contact is uninvited and unwelcome
- Verbal and written harassment through jokes, racist remarks, offensive language, gossip and slander, sectarian songs, threats, letters, facsimile and e-mails
- Leering, whistling or making sexually suggestive or insulting gestures
- Visual displays of posters, graffiti, flags, bunting or emblems or any other offensive material
- Isolation or non-co-operation at work, exclusion from social activities
- Coercion, including pressure for sexual favours, pressure to participate in political/religious groups
- Intrusion by pestering, spying, following, etc.

This list is intended as a guide and is not exhaustive. It should be noted that it is the effect of the behaviour which is important, not the reason for it.