



SHUSTOKE SAILING CLUB



Shustoke Reservoir, Reservoir Drive, Shustoke, Coleshill, B46 2BE

Bullying and Harassment Policy



www.shustokesailingclub.co.uk



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Date	Authority for Change	Reasons for Change	Version No.
Nov 2017	Committee	First release	2017

This policy is for guidance only. It has been in operation since, and was last updated in, November 2017.

L C Dooley
Secretary
November 2017



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Bullying and Harassment Policy

Introduction

Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.

Examples of bullying or harassing behaviour include:

- spreading malicious rumours
- unfair treatment
- picking on someone
- regularly undermining a fellow club member
- denying someone's training or role selection opportunities

Bullying and harassment can happen:

- face-to-face
- by letter
- by e-mail
- by phone



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The Law

Bullying itself isn't against the law, but harassment is. This is when the unwanted behaviour is related to one of the following:

- age
- sex
- disability
- gender (including gender reassignment)
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation