

Worshipful Company of Lightmongers



WHAT IS HARASSMENT?

Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident can amount to harassment.

It also includes treating someone less favourably because they have submitted or refused to submit to such behaviour in the past.

Unlawful harassment may involve conduct of a sexual nature (sexual harassment), or it may be related to age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. Harassment is unacceptable even if it does not fall within any of these categories.

Harassment may include, for example:

- unwanted physical conduct or "horseplay", including touching, pinching, pushing and grabbing;
- unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless);
- offensive e-mails, text messages or social media content; and/or
- mocking, mimicking or belittling a person's disability.

A person may be harassed even if they were not the intended "target". For example, a person may be harassed by racist jokes about a different ethnic group if the jokes create an offensive environment.

WHAT IS BULLYING?

Bullying is offensive, intimidating, malicious or insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened. Power does not always mean being in a position of authority but can include both personal strength and the power to coerce through fear or intimidation.

Bullying can take the form of physical, verbal and non-verbal conduct. Bullying may include, by way of example:

- physical or psychological threats;
- overbearing and intimidating levels of supervision; and/or
- inappropriate derogatory remarks about someone's performance.

Legitimate, reasonable and constructive criticism of a member of staff's performance or behaviour, or reasonable instructions given to members of staff in the course of their employment, will not amount to bullying on their own.

GENERAL CONDUCT

Set out below are further examples of behaviour which the Livery considers to be unacceptable and which will not be tolerated whether or not it amounts to harassment or bullying as outlined above:

- drunken behaviour;
- suspected use of illegal substances;
- causing a nuisance or disturbance;
- unreasonable demands of staff;
- foul, racist or otherwise offensive language;
- aggressive or violent behaviour;
- suspected theft from the Livery or other visitors;

Adopted by the Court at the 197th Court meeting on Thursday 30th September 2021