

## WORKPLACE BULLYING & 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 rumors
- unfair treatment
- picking on or regularly undermining someone
- denying someone's training or promotion opportunities

Bullying and harassment can happen:

- face-to-face
- by letter
- by email
- by phone

The law

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

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

In some circumstances, harassment could also be a hate crime.

If you believe that you are being bullied or harassed, please contact our company Managing Director.

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Email: [enquiries@groupbridge.co.uk](mailto:enquiries@groupbridge.co.uk)

*S Gibbons* (Managing Director)

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