

Cameratina Ltd: Bullying and Harassment Policy

Cameratina Ltd is committed to providing an environment that is free of harassment and bullying, and where everyone is treated, and treats others, with dignity and respect.

What is bullying?

Bullying is offensive, intimidating, malicious or insulting behaviour involving the abuse or misuse of power, which has the purpose or effect of belittling, humiliating or threatening the recipient.

Examples of bullying might include:

- Shouting or swearing at people;
- Inappropriate derogatory remarks about someone's performance;
- Ignoring or deliberately excluding people;
- Overbearing or intimidating levels of supervision.

Legitimate, reasonable and constructive criticism of someone's performance or behaviour should not amount to bullying.

What is harassment?

Bullying is not against the law, but harassment is. 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 that person.

Harassment is related to one of the following characteristics: age; sex; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sexual orientation.

Examples of harassment may include:

- Unwanted physical conduct, such as touching, pushing and grabbing;
- Unwelcome sexual advances or suggestive behaviour;
- Use of slang names for racial groups, or age groups, or people with disabilities.
- 'Banter' jokes or insults that are sexist, racist, ageist, transphobic, homophobic or related to other protected characteristics.

Harassment occurs even if the harasser perceives their behaviour as being harmless or 'just a bit of fun'. What matters is how the behaviour makes the recipient feel, and not what the perpetrator's intentions are.

What to do if you are being bullied or harassed

You may be able to sort matters out informally. The person may not know that their behaviour is unwelcome or upsetting. If you feel able to, tell the person what behaviour you find offensive and unwelcome, and that you would like it to stop.

If this is too difficult for you, or does not resolve the issue, you should raise the matter with the Chair of Cameratina, Alison Munro, or with one of the other Directors, Nigel Masters or Elaine Fairless, for further action.

How we can all help prevent bullying and harassment

We all have a responsibility to create and maintain an environment free of bullying and harassment. We can do this by:

- Considering how our own behaviour may affect others, and changing it if necessary;
- Treating others with dignity and respect;
- Taking a stand if we think inappropriate jokes, comments or actions are being made;
- Intervening if possible to stop bullying or harassment.

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