

Moira Replan Policy of Harassment

Definition of harassment is any conduct which is unwanted by the recipient, or which affects the dignity of any individual or group of individuals it may be repetitive or an isolated occurrence

Harassment is a serious problem which can often be dismissed as individuals as being oversensitive but must always be treated seriously. Moira Replan recognises the problems associated with harassment and is committed to providing an environment in which all individuals can operate effectively, confidentially, and competently

Moira Replan is opposed to any conduct that causes distress and undermines the value and dignity of any individual and endeavours to promote a positive environment where everyone treats each other with respect ensuring allegations of and form of harassment are fully investigated through Moira Replan's Complaints procedure

It can take several forms & may include the following:

- Physical - sexual harassment of general physical harassment such as touching, patting, assault, gestures or any other intimidating nonaggressive or aggressive behaviour
- Verbal – unwelcome or intimidating remarks, suggestions, propositions, insults, jokes, banter, bullying tactics or malicious gossip
- Non – verbal – Offensive literature, picture graffiti, computer imagery, victimisation such isolation, non-cooperation, or exclusion from activities

Moira Replan recognises that making a complaint of harassment is likely to be a distressing experience and difficult for individuals to raise complaints directly and may request the support or representative of another to raise the issue on their behalf

Reviewed 2022 Signature of Chairperson of the Trustees