



Bullying and Harassment policy

Harassment on grounds of protected characteristics is unlawful under UK law. If colleagues are harassed, the harasser could be personally liable and may have to pay compensation to the affected person. It can also amount to a criminal offence for which the harasser can be imprisoned. Bullying can also be unlawful, particularly when it leaves the victim with no choice but to resign.

The Parish Council regards bullying and harassment as gross misconduct and any such behaviour is likely to result in dismissal.

The Parish Council insists that Parish Council Members and employees treat each other and third parties professionally and with respect. Bullying and harassment will not be tolerated. All Parish Council Members and employees have a responsibility to ensure that harassment and bullying does not occur and to comply with this policy.

If a Parish Council Member or employee is harassed or bullied, in some cases it will be appropriate to raise concerns of unwelcome treatment with the harasser before any further action is taken but this will not necessarily always be the case. If an informal complaint is raised and the issue is not resolved or the complainant feels that the issue should be raised formally, the complaint should be raised as follows:

- In the first instance they should speak with the Chairman/Vice-Chairman
- If it is not resolved promptly, then the complainant should identify the grievance by setting it out in full in writing and sending to Chichester District Council Democratic Services Manager, Nicholas Bennett

	Date	Minute ref
Adopted	14 November 2022	14i)