

Code of Conduct

Harassment or bullying is “unwanted conduct that violates a person’s dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.”

This usually covers, but is not limited to, harassment on the grounds of sex, marital status, sexual orientation, race, colour, nationality, ethnic origin, religion, belief, disability or age.

Bullying and Harassment are behaviours which are unwanted by the recipient. They are generally evidenced by a pattern of conduct, rather than being related to one-off incidents.

The behaviours can be:

- Offensive, intimidating, malicious or insulting
- An abuse or misuse of power that undermines, humiliates or causes physical or emotional harm to someone

The bullying might:

- Be a regular pattern of behaviour or a one off incident
- Happen face to face, on social media, in emails or calls
- Not always be obvious or noticed by others

Lane End Village Hall does not condone any of these behaviours.