



Moredun Group Statement on Bullying and Harassment

Moredun Group is committed to being an organisation in which equality of opportunity is a reality and in which every individual can seek, obtain and continue employment without unfair discrimination.

Moredun Group promotes a zero-tolerance environment where bullying and harassment is not acceptable and where all employees support the rights of their colleagues to be treated with dignity and respect.

Harassment is INAPPROPRIATE and UNWANTED behaviour that could reasonably be perceived by the recipient or any other person, as affecting their dignity. This behaviour may focus on a person's age, creed, disability, nationality, race, sex, sexual orientation, family status, religion or any other personal characteristic, that may affect the dignity of any individual or group of individuals at work.

Bullying is intimidation on a regular and persistent basis or as a one off which serves to undermine the competence, effectiveness, confidence and integrity of the person on the receiving end. A bully misuses his or her power, position or knowledge to criticise, humiliate and destroy a subordinate, a colleague or their manager.

Harassment includes suggestive remarks or gestures, pin-ups, graffiti, offensive comments, jokes and banter based on any of the above. None of these is part of a culture in which all employees are treated with dignity and respect.

Bullying and harassment are not acceptable in Moredun. Every effort will be made to deal with allegations on an informal basis in the first instance. Any employee, regardless of position responsible for inciting, perpetrating or condoning bullying or harassment may be disciplined with the potential for dismissal, they may also be held personally liable if the person who has been harassed undertakes legal proceedings. Some types of harassment are classed as criminal offences that could lead to prosecution. Any employee who believes him or herself to have been harassed or bullied should, if possible, ask the respondent to stop. If this is not possible, or if it continues following the request to stop, he/she has the right to complain to their line manager or HR.

Moredun Group will not tolerate intimidation, victimisation or unfair discrimination against any employee who makes a complaint of or who assists in an investigation of alleged bullying or harassment. Retaliation against an employee who complains of bullying or harassment can be expected to lead to disciplinary action and may be a criminal offence resulting in prosecution.
Senior Management Group

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