



Bullying and Harassment Policy

This document is part of North Yorkshire Police policy to which all Chief Constable personnel and the functions provided by the Police, Fire and Crime Commissioner are required to adhere.

Policy Statement

North Yorkshire Police (NYP) recognise that everyone should be treated with dignity and respect at work. Bullying and harassment of any kind can have a serious impact upon an individual's personal as well as professional well-being. NYP will not tolerate bullying, harassment or any form of intimidation in the workplace and such conduct may be treated as a disciplinary offence. This applies to staff and officers on and off the premises, including those working away from base. Bullying or harassment of staff by third parties, e.g. visitors, contractors, temporary staff will also not be tolerated.

There are many definitions of bullying and harassment. Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.

In the Equality Act 2010, harassment is defined as unwanted conduct related to a protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Examples of unacceptable behaviour may include, but are not limited to:

- spreading malicious rumours, or insulting someone (particularly on the grounds of age, race, sex, disability, sexual orientation and religion or belief, marriage and civil partnerships, gender reassignment and pregnancy and maternity)
- ridiculing or demeaning someone - picking on them or setting them up to fail
- exclusion or victimisation
- overbearing supervision or other misuse of power or position
- unwelcome sexual advances – touching, standing too close, display of offensive materials, asking for sexual favours, making decisions on the basis of sexual advances being accepted or rejected
- deliberately undermining a competent worker by overloading and constant criticism
- preventing individuals progressing by intentionally blocking promotion or training opportunities.

Bullying and harassment may be against one or more individuals and may involve a single or repeated incidents. It is not necessarily always face to face, it may be by written communications, visual images (for example pictures of a sexual nature), email or via telephone.

Bullying and harassment is unwanted behaviour that makes someone feel intimidated, degraded, humiliated or offended. North Yorkshire Police will aim to investigate whether the behaviour is perceived to be unwanted and therefore the bullying and harassment unreasonable or deem the behaviour to be acceptable and therefore not constitute bullying or harassment.

Complaints of bullying and harassment will usually be dealt with through NYP's grievance and/or disciplinary procedures and will be treated fairly, confidentially and sensitively. Mediation is also available through contacting People Services to all individuals if required.

Standards of behaviour expected are set out in both the Police Officer and Police Staff Standards of Professional Behaviour.

Linkages

Subsidiary Linked Procedures:

Grievance Procedure

Staff Disciplinary Procedure

Equality Diversity and Human Rights Policy

Other Documents:

Code of Ethics - College of Policing

Police Staff Standards of Professional Behaviour

Police (Conduct) Regulations 2020

Mediation Guidance

Acas Bullying and Harassment at Work: A Guide for Employees

Acas Bullying and Harassment at Work: A Guide for Managers and Employers