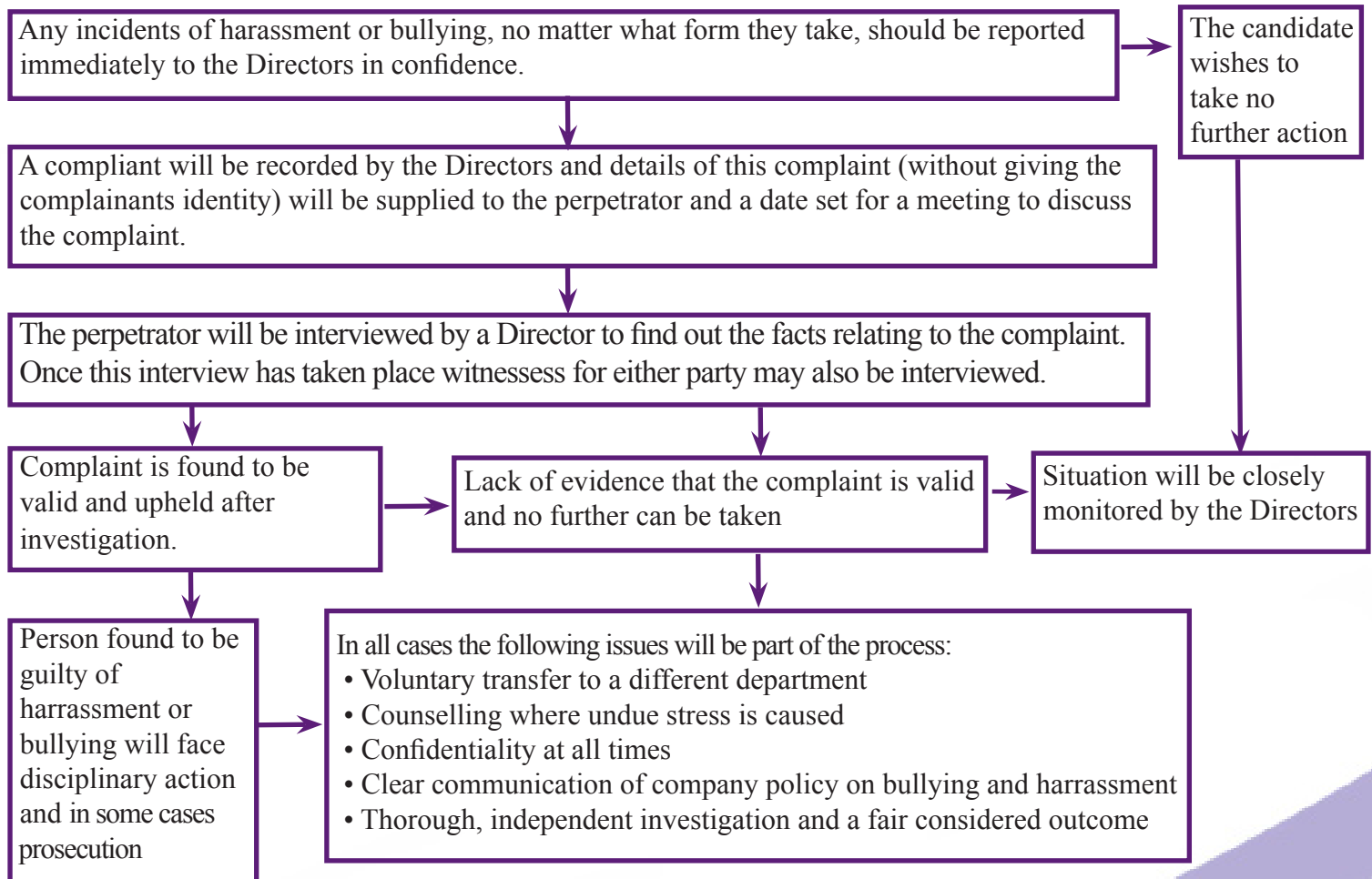


Harassment and Bullying Procedure

plum appointments will not tolerate any forms of harassment or bullying.

Harassment or bullying can range from extremes such as violence, to less obvious forms like ignoring someone. Forms of harassment include (but are not limited to): •physical contact • jokes, offensive language, gossip, slander, sectarian songs and letters • posters, graffiti, obscene gestures, flags, bunting and emblems • isolation or non-cooperation and exclusion from social activities • coercion for sexual favours and pressure to participate in political/religious groups • intrusion by pestering, spying and stalking • failure to safeguard confidential information.



A review of bullying and harrassment policies and procedures will take place at Management meetings to ensure that the company develops a culture where bullying and harrassment is unacceptable.

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