



Harassment and Dignity at Work Policy

It is the policy of Birmingham Stopper to comply with current employment regulations in the context of harassment and dignity at work.

Birmingham Stopper is committed to ensure any acts of misconduct (detailed below) are dealt with in compliance to the organisational grievance procedure.

- Verbal abuse including shouting, swearing, threatening or insulting behaviour
- Jokes or pranks related to a person's sex, race, gender, religious beliefs or disability
- Any event ritual likely to cause offence, such as birthday rituals.
- Lewd or suggestive comments, requests for sexual favours and repeated requests for dates.
- Unnecessary body contact, threatened or actual assault or violence.
- Deliberate exclusions from conversations or work activities on the basis of sex, race, gender, religious beliefs or disability.
- Display of "pin-ups", pornography, abusive literature and graffiti.
- Un-authorized rifling, hiding or damaging of personal property.

Employees can be liable to legal proceedings in the event of harassment or bullying and may be required to compensate the victim or serve a custodial sentence.



A handwritten signature in black ink that reads 'R. Varley'.

Signed: R. Varley
Managing Director
September 2011