What does Dignity at Work mean to you?

If you need some confidential support and advice in relation to bullying and harassment, contact one of the following:

- **BGS Dignity Support Team**
  This provides an early or first point of contact for individuals who are concerned about harassment, bullying or other inappropriate behaviour in the workplace. Team members can provide a one to one, safe and confidential opportunity for staff to share concerns and, as appropriate, provide practical support in addressing these concerns.

  Sarah Nice, Maxine Disney, Jim Riding, Marieta Garcia-Bajo (Keyworth)
  John Laughlin, Lauren Noakes (Edinburgh)
  Corinna Abesser (Wallingford)

- **Your Trade Union representative**
  If you are a member of a Trade Union, speak to your Trade Union representative (details on the BGS intranet site, ‘Social & Personal’ section) as they are trained to support and advise you.

- **A BGS/NERC Welfare Officer**
  Welfare officers can provide confidential advice and support on any issue which is worrying or concerning you or affecting your work.

  Details on the BGS intranet site (‘Social & Personal’ section).

  A member of the HR team can also provide advice as to how your concerns can be addressed.

- **The Harassment and Bullying Policy**
  This provides clear examples of what is meant by harassment and bullying at work, as well as advice about how to approach the perpetrator yourself. (see Knowledgebase for details).

Don’t suffer in silence!

For those who feel that they are suffering from harassment, bullying or inappropriate behaviour at work, help is at hand.
We are striving to create an environment in which people want to work, and to demonstrate good employment practice within a culture which promotes equality and challenges discrimination; we are committed to enabling each member of staff to achieve their full potential in an environment characterised by dignity and mutual respect.

Our Harassment and Bullying Policy clearly states that ‘bullying or harassment by any member of NERC staff is considered as unacceptable behaviour and will not be tolerated’.

The main parts of the Equality Act 2010 came into operation in October 2011 — and you, as an individual, have a legal responsibility to:

- report any suspected discriminatory acts or practices;
- not induce or attempt to induce others to practice unlawful discrimination;
- co-operate with any measures introduced to ensure equal treatment;
- not victimise anyone as a result of them having made a complaint about bullying or harassment;
- co-operate with any measures introduced to ensure equal treatment;
- not report or make a claim — even if the harassment was not directed towards them.

In addition to the above provisions, the Equality Act also makes it possible for an individual who has witnessed harassment to make a claim — even if the harassment was not directed towards them.

Equality Act 2010

Many forms of harassment are unlawful under the Equality Act 2010.

Harassment is defined as:

- behaviour that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment;
- behaviour that undermines an individual's authority and erodes their confidence in you;
- behaviour that makes others feel unsafe or ineffective;
- behaviour that makes an individual compromise their dignity.

In addition to the above provisions, the Equality Act also makes it possible for an individual who has witnessed harassment to make a claim — even if the harassment was not directed towards them.

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Definitions

Bullying can be defined as:

- offensive, intimidating, malicious, insulting behaviour;
- abuse of power or authority which attempts to undermine an individual;
- malicious, intimidating or humiliating, intimidating.

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Your Legal Responsibilities

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You must ensure that there is no discrimination.

The Equalities and Human Rights Commission has published guidance for employers on preventing and dealing with discrimination. This guidance is available on their website at www.equalityhumanrights.com

BSG recognises that everyone is different, and values the unique contribution that individual experiences, knowledge and skills make in delivering the highest standards of scientific research.