

# BULLYING AND HARASSMENT POLICY



Approved 8<sup>th</sup> January 2026

Everyone will be treated with dignity and respect in the Knitting & Crochet Guild. Bullying and harassment of any kind are not tolerated in our organisation.

This policy applies to everyone interacting with the Guild, including members of the Board and volunteers in a position of responsibility.

## What are bullying and harassment?

Bullying is offensive, intimidating, malicious or insulting behaviour; an abuse or misuse of power through means intended to undermine, humiliate, denigrate; or injure the recipient. Bullying may be by an individual against an individual or involve groups of people. It may be obvious, or it may be insidious. It may be face to face or in written communications (including by email) or by phone. It may take place in private or in public. Whatever form it takes, it is unwarranted and unwelcome to the individual.

Harassment, in general terms, is unwanted conduct affecting the dignity of people, where actions or comments are viewed as demeaning and unacceptable to the recipient.

Legally (to be classed as harassment), these comments and actions must be related to one or more protected characteristics (age, sex, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation), and may be persistent or an isolated incident.

For further guidance see: [www.gov.uk/workplace-bullying-and-harassment](http://www.gov.uk/workplace-bullying-and-harassment)

The following are examples of bullying/harassing behaviour:

- Spreading malicious rumours or insulting someone by word or behaviour.
- 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, the display of offensive materials.
- Deliberately undermining a competent volunteer by overloading and constant criticism.

Legitimate, constructive and fair criticism of performance or behaviour whilst undertaking activities on behalf of the Guild is not bullying. An occasional raised voice or argument is not bullying.