



Slapton Village Hall

Registered Charity: 300968

offensive remarks or other actions which undermines the individual. In extreme cases this may constitute racial prejudice or hatred.

Harassment of people with disabilities is where the disability rather than the person becomes the focus of attention. Sexual orientation harassment has the purpose of violating the recipient's dignity and creating a hostile, intimidating, degrading, humiliating or offensive environment. Harassment is also discrimination or persecution of someone who associates with a person, or group of people, who has/have a specific protected characteristic. This is called "harassment by perception or association."

Bullying or harassment may lead to civil proceedings. In the case of racial hatred or sexual assault this may result in criminal proceedings.

Roles and responsibilities:

- The Trustees of SVH will foster and maintain a culture of respect within the committee and in our interactions with other Trustees volunteers, hall users, contractors and visitors.
- We will be pro-active in addressing any instances of bullying or harassment we witness or are reported to us as Trustees.
- We will take seriously any concerns raised and be supportive of the person who raised them.
- The Trustees will provide prompt and appropriate responses to all complaints of bullying or harassment we receive.
- All complaints will be treated with the strictest confidence and handled sensitively. We will be mindful of our duties within Safeguarding protocols.
- Complaints of any incidents of bullying or harassment will be moved through the Slapton Village Hall complaints procedure.
- We will strive to make sure the complainant is not victimised as a result of making the complaint. The Trustees will seek external, professional, support when dealing with a complaint should this be warranted.

This Policy will be monitored and is subject to an annual review.

Adopted: 26 May 2026

Reviewed: At each AGM

Signature: S. A. S. SULLOCK

Name: SHIRLEY ANNE SULLOCK

Relevant Legislation

The Equality Act 2010: this Act defines nine characteristics which are protected in law. *Age *Disability *Gender reassignment * Marriage /civil partnership *Pregnancy/maternity * Race *Religion or belief *Sex *Sexual Orientation.