



## **Harassment and Discrimination Policy**

Harassment is any behaviour by a person or organisation to whom this Policy applies which is offensive, abusive, belittling or threatening, and which is directed at a person or group of people because of a particular characteristic of that person or group of people.

The behaviour must be unwelcome and the type of behaviour a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated. Whether or not the behaviour is Harassment is determined from the point of view of the person the Harassment is projected at.

Discrimination is treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have.