



BRADFORD CURRY PROJECT

HARASSMENT POLICY (Last updated April 2011)

Bradford Curry Project; as a multi-faith, multi-cultural charitable organisation; condemns all forms of harassment and discrimination and strongly believes in the principle of equal opportunity. The Project will take whatever steps it can to eradicate all forms of harassment or discrimination in order to ensure that people who use the service and volunteers supporting it do not experience intimidation and/or abuse.

Definition: harassment and/or discrimination are defined as:

Deliberate acts of intimidation or abuse which are motivated because of a person's race, skin colour, nationality, ethnicity, religious belief, disability, gender, age, sexual orientation or appearance; are seen as a determinate of harassment/discrimination. Such acts may be manifested by name calling, physical aggression, bullying, damage to a person's property, graffiti, spreading of malicious stories.

Bradford Curry Project will seek to ensure that all its Volunteers are aware of this policy and the expectation placed on each to behave without harassment or discrimination to each other and to those people who use the Project.

We encourage any Volunteer who feels that they have seen, or are experiencing harassment/discrimination from another volunteer; either to themselves or to a user of the Project; to challenge that behaviour.

We recognise however that this may not always be possible and in such circumstances the matter should be discussed with the Volunteer's Team Leader. The Team Leader should ensure that the matter is investigated (either personally or by involving a member of the Management committee) and ensure that the management committee are aware of the concern raised and the outcome.



If however the concern relates specifically to the Team Leader, the matter should be brought to the attention of a member of the Management Committee.

In both the above circumstances both the perpetrator of the 'alleged harassment' and the volunteer highlighting the 'concern', would be spoken to and the policies and expectations of the Project made clear.

If further concerns are raised about the behaviour of the same volunteer, the matter should be referred to the Management Committee to determine whether or not the volunteer in question would be asked to leave the Project.

n.b. This Policy should be read and understood in conjunction with the Project's Equal Opportunities Policy