



Discrimination, Harassment, Bullying and Victimisation Policy:

The Association regards acts of discrimination, bullying, harassment or victimisation as serious issues.

Discrimination:

Direct Discrimination: - treating someone less favourably than another person because of a Protected Characteristic.

Indirect Discrimination: - an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.

Associative Discrimination: – direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.

Discrimination by Perception: – direct discrimination against someone because others think they possess a particular Protected Characteristic.

Discrimination arising from Disability: – treat someone unfavourably because of something connected with their disability.

Harassment:

Harassment: - unwanted or offensive conduct directed at oneself or another person.

Harassment by a third party: – the Association is potentially liable for harassment of their staff by people not employed by them.

Bullying:

Bullying: – offensive, intimidating, malicious or insulting behaviour, and /or an abuse or misuse of power that is meant to undermine, humiliate or injure the person on the receiving end.

Victimisation:

Victimisation: - treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.

EGA CIC Responsibilities:

The ACADEMY will promote the highest standards and will:

- >Not discriminate against any person because of protected characteristics
- > Ensure EGA CIC staff are able to recognise, identify and respond to signs of discrimination, harassment, bullying and victimisation relating to children, young people and vulnerable adults
- >Show a duty of care and diligence in supporting participants who have experienced discrimination, harassment, bullying, or victimisation
- > Ensure robust systems are in place to manage any concerns or allegations

> Support whistle blowers and take steps to ensure members, their parents / carers and others feel able to raise concerns without fear of negative repercussions

>Conduct enquiries into any reported matter and take action to resolve it Participants who are found to have discriminated against, harassed, bullied or victimised any other participant, will be dealt with appropriately, through the EGA CIC Disciplinary Procedure

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