**TECBAR**

**ANNEX 2 TO EQUALITY & DIVERSITY POLICY**

**Harassment Policy**

1. This is the TECBAR Harassment Policy, and should be read in conjunction with the TECBAR Equality & Diversity Policy. The definitions and abbreviations used in the E&D Policy are also adopted herein
2. TECBAR is committed to providing an environment in which all members, pupils of TECBAR members, visitors and the public are treated with dignity and respect. TECBAR is determined to promote an environment in which everyone is treated equally and with dignity and can flourish.
3. Harassment in any form will not be tolerated or condoned at TECBAR. Harassment includes any unwanted conduct related to sex, race, disability, gender re-assignment, religion or belief, sexual orientation or age. Such behaviour may take many forms including:
	* + conduct which is unwanted by the recipient and perceived as hostile or threatening;
		+ conduct which gives rise to a hostile or threatening environment;
		+ conduct which creates an atmosphere in which it is feared that rejection or submission will be used as a basis for decisions which have an impact on the recipient such as review of an application for membership or training or accreditation.
4. The following are examples of types of behaviour which may amount to harassment:
	* + physical or sexual assault;
		+ requests for sexual favours in return for career advancement;
		+ unnecessary physical contact;
		+ exclusion from social networks and activities or other forms of isolation;
		+ bullying;
		+ compromising suggestions or invitations;
		+ suggestive remarks or looks;
		+ display of offensive materials, including on a computer screen;
		+ tasteless jokes or verbal abuse, including any sent by email;
		+ offensive remarks or ridicule;
		+ dealing inappropriately or inadequately with complaints of harassment.
5. Harassment is unlawful under the Equality Act 2010[[1]](#footnote-1). In addition to the above unwanted conduct, it can arise where a person engages in any kind of unwanted sexual behaviour (or gender reassignment or sex related behaviour).
6. Complaints of harassment may be raised informally in the first instance with either of the TECBAR EDOs, the Chair of TECBAR or another member of the TECBAR Committee who will agree an appropriate response. Formal complaints should be made under the TECBAR Complaints Handling Procedure.
7. Harassment is a breach of the Bar Code of Conduct for barristers. Allegations of harassment will be referred to the Bar Standards Board.
8. TECBAR is committed to ensuring that no-one who makes an allegation of harassment in good faith should be subjected to any detriment as a result. Any victimisation of a complainant, witness or anyone else involved in the investigation of a complaint will be viewed as a matter for referral to the Bar Standards Board.
9. A copy of this policy is available on TECBAR’s website, or upon request to a Committee Member.
10. This policy was prepared in January 2015 and will be reviewed by January 2017.
1. S.26 Equality Act 2010 [↑](#footnote-ref-1)