

# ADMRC Bullying and Harassment Policy

Date	Version	Author	Notes
July 2025	0.1	Chris Nutman	Initial Draft
July 2025	0.2	Chris Nutman	Minor amends
8 Jan 2026	0.3	Phil Cole	Reformatting

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Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.

Examples of bullying or harassing behaviour include:

- spreading malicious rumours
- unfair treatment
- picking on or regularly undermining someone
- denying someone's training or promotion opportunities

Bullying and harassment can happen:

- face-to-face
- by letter
- by email
- by phone

## The law

Bullying itself is not against the law, but harassment is. This is when the unwanted behaviour is related to one of the following:

- age
- sex

- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation

### **What club members should do if they're bullied or harassed**

Members should see if they can sort out the problem informally first. If they cannot, they should talk to the Chairman.

If this does not work, they can make a formal complaint using their club's grievance procedure.

### **Club's responsibilities**

The Club is responsible for preventing bullying and harassment - they're liable for any harassment suffered by their members.