



DIGNITY AT WORK POLICY

1 POLICY STATEMENT AND SCOPE

1.1

1.2 \$

1.3 %

!
% &

1.4

92.8167() 992.83()-3.161405

1

2.2

2

!

,\$

"

*

!

\$

!

\$

!

3

\$

\$

\$

\$

0

!

\$

!

3.5

3

3.6

/
2

3

3.7

4

. / \$
. *
, * & <

4.3

*, \$ \$ *, /

5 INFORMAL ACTION – Personal Resolution

5.1

&

5.2

"
*, ! "
* , #
! \$
*,

5.3

6 INFORMAL ACTION – Facilitated by a Mediator

6.1

% !
! * < ,

6.2

5

*, "
, 21039()3.5()-8.650.671064()]TJ 222.25723(7(19()32)-2.81

6.4 6 / 5
0

6.5

6.6 : ; #

7 FORMAL COMPLAINT

7.1 : * ! ,

7.2 2 0 2 *6 !7, 0
0 5 1 7 6 7 & * " ,
= & 7 1 1 =

7.3 7 1 6 (&

7.4 !

7.5 = *,*

7.6 * & >, 3

*)?, ; ;

7.7 ! = *,

7.8 0
*,0 *,

7.9 0 #
0

* "

SOURCES OF SUPPORT AND ADVICE

1.

%!

6
!

2. INTERNAL SOURCES

= " & &-&
& : = ' ,

6. Occupational Health Service

/ = 1 & 6
/ = 1 & = 1 1 2
= 1 & 1 &
=

7. Recognised Trade Unions and the Students' Union Society

0 * - -
' &=' -' %, & 0 - * &-&,
- 5

8. College Mediators

5 * , 5
1 1
1 : !

9. EXTERNAL SOURCES

! " 6
6 6 1 * " 4 ,
4 6 \$
D 6 4 !
% (1
. 9 %
&
&
4 &
-- - & '
- "
9

GUIDANCE FOR THOSE ACCUSED OF HARASSMENT OR BULLYING

1.

. F

"

*
,\$

#

FORM FOR REGISTERING A FORMAL COMPLAINT OF HARASSMENT AND BULLYING

! " ! # \$! % & !

' &

	! "
#	" \$ \$ #
) % ' & %& & & & & ' ' ' ' & \$ (& !	
* %&	&
+ & ' ,) & -	
) & # . / (0 1 * -	
) /)	() -
) % & & - + , & % & %& % & - + , %& -	
) + , %& % & -	
.& / -	

HHHHHHHHHHHHHHHH

2222 HH - !-