

Honorary President: Glyn Bragg



BULLYING AND HARASSMENT POLICY

The Dunbartonshire Concert Band is committed to ensuring equal opportunities and fair treatment of all its members, volunteers, guests and audience members.

One of the key aims of the policy is to enable the organisation to provide an environment in which everyone feels comfortable and is treated with respect and dignity, regardless of age, gender or gender reassignment, pregnancy, colour, race, nationality, ethnic or national origins, sexuality, sexual orientation, religion or belief, marital status, because of a civil partnership, disability, on the grounds of age or membership or non-membership of the band or any other personal factor or quality.

This policy should be read in conjunction with the organisation's Equality and Diversity Policy, which aims to ensure that no-one within the Dunbartonshire Concert Band is subjected to any form of harassment or bullying.

The Dunbartonshire Concert Band recognises that harassment can adversely affect an individual in and outside of the band and is fully committed to providing an environment where this does not occur. Everyone is responsible for his/her own behaviour, as set out in our constitution, towards other members, guests, audience and should understand the Dunbartonshire Concert Band's clear policy that harassment will not be tolerated and will, if established through investigation, be dealt with via our complaints procedure.

The Dunbartonshire Concert Band will treat all complaints of harassment seriously and will investigate promptly, efficiently and in confidence. The main aim of this policy is to provide a route for anyone who believe that they have been harassed or bullied to raise concerns, a framework for resolving complaints and for stopping any behaviour that is causing offence or distress.

The committee retains the right to raise concern if a comment is placed on social media which is deemed likely to cause offence, remove the comment if possible and to deal with this as if offence has been caused.

Bullying and Harassment

Bullying and Harassment can result in the recipient feeling humiliated or patronised, it may cause discomfort, interfere with performance, or create a threatening, hostile or intimidating environment. The important point is that harassment is determined by the feelings of the victim, not the intention of the offender. By way of example, forms of harassment may include:

- Verbal and written harassment through jokes, offensive language, shouting, derogatory racial remarks, derogatory remarks about disability or health, insults or name calling, gossip and slander, sectarian songs, threatening behaviour or verbal abuse. Posting on social media any of the above.
- Visual display of posters, graffiti, obscene gestures, flags and emblems. Religious or anti-discriminatory posters.
- Sexual contact ranging from touching inappropriately, sexual remarks or comments and pressure for sexual favours.
- Persistent negative comments or attacks on performance.
- Criticising a member in front of others. Belittling a person or their abilities. Spreading rumours.
- Undervaluing a member's contribution.
- Withholding information with the intent of deliberately affecting a member.
- Unfair treatment such as stealing ideas or setting a person up to fail.
- Deliberately ignoring a member or giving them the 'cold shoulder'.
- Failing to include in communications, activities or meetings.

This list is not exhaustive and will be continually reviewed.