

health  assured

Bullying and Harassment Independent Reporting Helpline



0800 783 0334*

disclosure@healthassured.co.uk

healthassured.org

*The helpline is available 24/7, 365 days a year, your call will never go unanswered.

You have the right to be treated with dignity and respect

BULLYING

Bullying is defined as:

Offensive, intimidating, or insulting behaviour that can make a person feel vulnerable, upset, undermined, humiliated, or threatened.

Bullying behaviour could include:

- Verbal abuse
- Physical or psychological threats
- Unreasonable work expectations
- Practical jokes
- Sending or posting detrimental material about an individual

HARASSMENT

Harassment is defined as:

Unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, humiliating or offensive environment for them.

Harassing behaviour could include:

- Spoken or written abuse or intimidation
- Tweets or posts on websites and social media
- Images and graffiti
- Physical gestures
- Facial expressions or mimicry
- Unwanted banter or use of a nickname that is offensive
- Aggression and physical behaviour towards a person

DISCRIMINATION

Discrimination is defined as:

A person treated less favourably either directly or indirectly than another because of a protected characteristic (e.g. age or disability).

Discriminatory behaviour could include:

- Excluding from work activities or conversations
- Making jokes or comments about a person or group stereotype (discrimination is related to one or more protected characteristics e.g. race or sexual orientation)

Why call the Defence BHD Helpline?

- Freephone and confidential helpline
- Impartial advice and 'safe space' to explore concerns
- Experienced, non-judgmental and supportive advisors
- Knowledge and understanding of Organisational culture
- Practical and emotional support
- Fair, transparent and consistent approach
- Sign posting to internal support in Defence

If you are experiencing bullying, harassment or discrimination, please contact the Defence BHD helpline on:

FREephone 0800 783 0334*

Everyone is encouraged to report incidents of bullying, harassment discrimination to ensure they receive the support and protection they need. This service is provided by Health Assured, an independent employee wellbeing service provider.

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