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Dignity at Work Policy

Author	Sandra Peacock	Target group	All employees, consultants and volunteers
Issued	January 2019		
Approved by	Education Committee/ Joint Consultative Committee	Next review	January 2021

Dignity at Work (anti-bullying and anti-harassment) Policy

Introduction

Anthem recognises the damage that bullying and harassment can cause to the health and wellbeing of employees and the duty of care that it has to all employees. We are mindful of our obligations under the Equality Act 2010 as well as our responsibilities for the health, safety and welfare at work of employees under the Health and Safety at Work Act 1974.

We are committed to promoting an environment where all employees can work without fear of intimidation, harassment, victimisation or bullying. Bullying and harassment will not be tolerated in the workplace.

This policy aims to:

- Provide a lawful, non-discriminatory and effective procedure for dealing with the concerns of employees who believe they have been subject to bullying or harassment.
- Enable all employees to raise grievances about bullying or harassment without fear of suffering discrimination, victimisation or other repercussions for doing so.
- Ensure that all employees respect each other and work in harmony together to achieve our aims and objectives.

This procedure does not form part of any employee's contract and may be amended at any time.

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