

The Barrister Group Harassment Policy

This policy covers all those who work and engage with The Barrister Group. We are committed to providing a work environment in which all individuals, clients and the public are treated with dignity and respect. The Barrister Group is determined to promote a work environment in which everyone is treated equally and with dignity and can flourish.

Harassment in any form will not be tolerated at The Barrister Group. Harassment includes any unwanted conduct related to sex, race, disability, gender reassignment, religion or belief, sexual orientation or age. Such behaviour may take many forms including conduct which:

- is unwanted by the recipient and perceived as hostile or threatening;
- gives rise to a hostile or threatening work environment; or
- creates an atmosphere in which it is feared that rejection or submission will be used as a basis for decisions which have an impact on the recipient at work such as an allocation of work or membership decision.

The following are examples of types of behaviour which may amount to harassment:

- physical or sexual assault;
- requests for sexual favours in return for career advancement;
- unnecessary physical contact;
- exclusion from social networks and activities or other forms of isolation;
- Bullying;
- compromising suggestions or invitations;
- suggestive remarks or looks;
- display of offensive materials, including on a computer screen;
- tasteless jokes of verbal abuse, including any sent by email;
- offensive remarks or ridicule; and
- dealing inappropriately or inadequately with complaints of harassment.

Harassment is unlawful under the Equality Act 2010. In addition to the above unwanted conduct, it can arise where a person engages in any kind of unwanted sexual behaviour (or gender reassignment or sex-related behaviour).

Complaints of harassment may be raised informally in the first instance with The Barrister Group Equality and Diversity Officer or the Head of Chambers who will agree an appropriate response. Formal complaint should be made under the The Barrister Group grievance procedure.

Harassment is misconduct for employees or a breach of the Bar Code of Conduct for barristers. Allegations of harassment will be dealt with under the The Barrister Group disciplinary procedure.

The Barrister Group is committed to ensuring that no one who makes an allegation of harassment in good faith should be subjected to any detriment as a result. Any victimisation of a complainant, witness or anyone else involved in the investigation of a complaint will be viewed as a disciplinary matter.

A copy of this policy is provided to all those who work and engage with The Barrister Group and is available both on our website and the online The Barrister Group Operating Manual.