



Cambridge Operatic Society

**Bullying, Harassment &  
Discrimination Policy**

October 2023

# Version history

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01/10/2019	XX	Policy approved by the Trustees (v1.0)
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# 1. Policy Statement

## **1.1 Aims**

This policy outlines the standards of behaviour that we expect within Cambridge Operatic Society and highlights the options available if you feel you have been subject to inappropriate or unacceptable behaviour.

## **1.2 Objectives**

At Cambridge Operatic Society we believe that everyone should feel valued and respected and be able to take equal advantage of opportunities.

We all have a personal role to play in creating a positive environment ensuring it is free from bullying, harassment discrimination and unacceptable behaviour.

## **1.3 Scope**

This policy applies to all members, volunteers, providers of production services, and any person engaged by Cambridge Operatic Society.

## **1.4 Expectation**

All those who fall under the scope of this policy are expected to comply with the guidance provided.

# 2. What do we mean by bullying, harassment and victimisation?

## **2.1 What is bullying and harassment?**

We should all recognise the more obvious types of bullying and harassment being subjects to unwelcome physical or verbal conduct from someone stop bullying in particular may take more subtle forms stop

Differences in attitude, background and Culture will complete more contribute to our perception of bullying, harassment and discrimination, but in all cases the Focuses on

the physical and psychological impacts on the recipient, not the intent of the perpetrator stop unwanted behaviour may not always be obvious or noticed by others stop

These behaviours can be experienced in different ways, including

- A regular pattern of behaviour or a one-off incident
- Face to face, on social media, in emails or phone calls
- Spoken or written words, imagery, graffiti, gestures, jokes, tranx or unwanted physical behaviour

Such behaviour is unacceptable and inconsistent with our commitment to treating everyone with respect and dignity and will not be tolerated

We all have a responsibility to treat each other with dignity and respect. We should therefore ensure that we monitor our own behaviour to be aware of the impact on others.

### **2.1.1 Bullying**

Whilst there is no legal definition of bullying, and the notion of what constitutes bullying can vary widely according to the context and perceptions of those involved, it is defined by ACAS (Advisory, Conciliation and Arbitration Service) in the UK as:

Bullying – offensive, intimidating, malicious or insulting behaviour, and an abuse or misuse of power through a means that undermines, humiliates, denigrate for the recipient.

Bullying can take place through incidents that happen on a one-to-one or group basis and maybe obvious for covert. It can also take place through electronic media such as emails, text messages or social networking sites. Bullying is often instigated by someone in a more powerful position than the recipient, for example, exerting excessive levels of control, but does not have to be connected to a position or status that can occur at all levels.

### **2.1.2 Harassment**

Harassment is a form of Discrimination and is unlawful. near paragraph the Equality Act 2010 in the UK uses one single definition of harassment to cover all relevant protected

characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and is defined below as:

Unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Harassment takes many forms, occurs on a variety of grounds and may be directed at one person or many people.

Behaviour which any reasonable person would realise that would be likely to offend will be harassment without the recipient having to make it clear and advance that behaviour of that type is not acceptable to them.

Where there is no clarity it is likely that the Behaviour will only become harassment if it persists after the recipient has made it clear that they find such behaviour offensive.  
new sentence

A single incident can however be harassment if it is sufficiently serious.

Additionally, harassment can also occur when someone other than the recipient observes the actions and is offended by them. In your paragraph so it's to counter to harassment, the unwanted behaviour must have either:

- violates the person's dignity, whether or not it was intended or not
- created a hostile environment for the person, whether it was intended or not

The law on harassment applies to:

- A person being harassed because they are thought to have a certain protected characteristic when they do not
- A person being harassed because they are linked to someone with a certain protected characteristic
- A person who witnesses harassment because of someone else's protected characteristic and is upset by it

The law on harassment does not cover marriage and civil partnership.

### **2.1.3 Discrimination**

By law, discrimination is when someone's treated unfairly because of any of the following:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

These are known as protective characteristics. It's against the law to treat someone on fairly because of any of them except in very rare circumstances.

### **2.1.4 Victimisation**

Victimisation is the detrimental treatment of a person who, in good faith, has complained (whether formally or otherwise) that someone has been bullying or harassing them or a third party, or has supported a third party to make a complaint or given evidence in relation to a complaint.

Provided that a person acts in good faith, i.e. genuinely believes that they are speaking the truth, they have a right not to be victimised for making our company and making a complaint or doing anything in relation to a complaint of bullying or harassment.

## **3. How to raise concerns**

No one should be expected to put up with bullying or harassment. You should therefore speak out if you are a direct recipient or witness this happening to someone.

To informally raise and concern, please speak in confidence to remember at the society's committee.

To formally raise a concern contact either the chair at [chair@cambridgeoperatic.co.uk](mailto:chair@cambridgeoperatic.co.uk) or another committee member that you feel comfortable speaking to.