



Bullying and Harassment Policy



Reviewed April 2025

What is bullying or harassment?



It is **unwanted** behaviour that makes a person feel

- uncomfortable
- unsafe
- intimidated

Unwanted means you do not want it to happen to you



This does not include people who use 'unsociable' behaviour to communicate

This might be something some people with learning disabilities or autism do



Talk to the person's support worker if you are worried about their behaviour



Centre 404 does not allow bullying



We will support you if you are being bullied



People can be bullied or harassed for lots of reasons






This could be the person's

- race
- ethnicity
- gender
- religion
- sexuality
- disability
- age
- class
- marital status
- political views
- 'looks' or personality

There could be other reasons

Here are some examples of harassment and bullying

	<p>Physical</p> <p>This can be anything from touching to physical assault</p> <p>It still counts if someone is injured or not</p>
	<p>Sexual</p> <p>This can be sexual comments or any unwanted sexual contact</p>
	<p>Racist language or discriminatory behaviour</p> <p>This is any type of bullying or harassment towards someone because of their race or background</p>



Verbal

This could be

- jokes
- offensive language
- gossip or insults, name calling
- rude songs or letters
- spreading lies about someone



Writing

This could be writing horrible things about someone

It could be sending rude or threatening messages on social media or by email



Shouting at someone in a rude or threatening way to make them feel bad



Visual Display

This could be

- posters
- graffiti
- rude gestures
- giving dirty looks



Coercion

This means pressuring somebody to do something

Like

- pressure for sexual favours
- pressure to join political or religious groups



Damage of Property

Like damage to car wheels, windows, clothes, or anything else that belongs to someone



Isolation and Non- co-operation

This could be

- ignoring someone so they feel lonely and left out
- not letting someone join activities or have access to services



Incitement

This could be trying to get someone to commit offensive behaviour, like harassment



Intrusion






Like spying or stalking



Financial

This could be making someone hand over their money or pay for things that they should not have to

How to get help if you are being bullied or harassed

	<p>Tell someone you trust</p> <p>Like your family, support worker or any other Centre 404 staff</p>
	<p>If you do not think you have been taken seriously you can make a complaint</p>
	<p>If you are being bullied or harassed you can get support from Centre 404 and other professionals</p>
	<p>At Centre 404 we take bullying seriously</p> <p>We will do something to stop it and deal with it confidentially</p>
	<p>If you know someone is being bullied or harassed but they are not saying you can report it</p> <p>What you say will be treated confidentially</p>

If you are the bully



Staff will make it clear to you that your behaviour is not acceptable



Staff will talk to you to find out why you are doing it and how best to help you



If you continue to bully you may get a warning on your tenancy

You will not be allowed to come to group activities



If you get 3 warnings on your tenancy in 2 years, you could be evicted



If you feel worried or have any questions, please ask a member of Centre 404 staff.

Contact us



Telephone

020 76 97 13 27



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