**RDUK has a zero-tolerance policy on harassment and bullying.**

**Harassment - By law (Equality Act 2010)**

There are 3 types of harassment:

* sexual harassment, which is unwanted behaviour of a sexual nature
* harassment related to certain 'protected characteristics' under the Equality Act 2010
* less favourable treatment as a result of harassment related to sex, sexual harassment or gender reassignment

As with bullying, the person being harassed might feel:

* disrespected
* frightened
* humiliated
* insulted
* intimidated
* threatened
* undermined

When unwanted behaviour can count as harassment. Unwanted behaviour can be considered harassment if it relates to any of the following protected characteristics:

* age
* disability
* gender reassignment
* race
* religion or belief
* sex
* sexual orientation

Unwanted behaviour can include:

* a serious one-off incident
* repeated behaviour
* spoken or written words, imagery, graffiti, gestures, mimicry, jokes, pranks, physical behaviour that affects the person

It can still be against the law even if the person being harassed does not ask for it to stop.

To be harassment, the unwanted behaviour must have either:

* violated the person's dignity
* created an intimidating, hostile, degrading, humiliating or offensive environment for the person
* It can be harassment if the behaviour:
* has one of these effects even if it was not intended
* intended to have one of these effects even if it did not have that effect

The law on harassment also applies if a person:

* witnesses harassment, if what they've seen has violated their dignity or created an intimidating, hostile, degrading, humiliating or offensive working environment for them