



Key principles

Hive aims to be open and accessible to all. We will not tolerate discrimination, harassment, sexual harassment, bullying, victimisation or abuse of others.

Hive has a zero tolerance for unacceptable behaviour and may restrict access to people committing this behaviour and causing distress to others.

What is meant by unacceptable behaviour

- Discrimination (see appendix 1).
- Physical attacks, threats or aggressive behaviour against any of our users, volunteers or staff.
- Verbal abuse, or aggressive, insulting, degrading or threatening language, including inappropriate banter, innuendo or malicious allegations.
- Expressing verbal or written attitudes (either physical or online), displaying printed matter, or making images which are insulting to, or promote discrimination against people.
- Harassment or sexual harassment (see appendix 2).

What to do if you witness unacceptable behaviour

Unacceptable behaviour should be challenged, unless to do so would place you in danger, and if necessary further action should be taken.

If you hear of or experience any behaviour of this kind you should inform a staff member, tutor, or Trustee in order that such behaviour can be challenged or appropriate action taken.

Where appropriate, individuals are encouraged to raise their concerns in writing, setting out the background and history of their concerns (giving names, dates and places where possible) and indicating the reasons for their concerns.

Appendix 1: Discrimination

Under the Equality Act 2010, It is against the law to discriminate against anyone because of their 'protected characteristics':

1. age
2. disability
3. race including colour, nationality, ethnic or national origin
4. religion or belief
5. sex
6. sexual orientation
7. gender reassignment
8. being married or in a civil partnership
9. being pregnant or on maternity leave.

Discriminatory attitudes or behaviour which make people feel unwelcome, or stop anyone from participating fully in Hive's activities, are unacceptable.



Appendix 2: Harassment and sexual harassment

The Equality Act 2010 defines three types of harassment:

- harassment related to 'protected characteristics'
- sexual harassment
- less favourable treatment as a result of harassment.

In addition, the Protection from Harassment Act 1997 defines a type of harassment which is behaviour that causes alarm or distress but is not necessarily related to a protected characteristic. This can be a criminal act, and includes stalking.

Harassment and bullying can often be confused. Bullying behaviour can also be harassment if it falls under one or more of the definitions in this policy. Serious harassment could also be a hate crime.

Harassment related to a protected characteristic

This is unwanted behaviour related to any of the first seven protected characteristics above which violates the person's dignity, or creates an intimidating, hostile, degrading, humiliating or offensive environment for the person.

It can be harassment if the behaviour has one of these effects even it was not intended, or was intended to have one of these effects even if it did not have that effect.

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.

The person being harassed might feel disrespected, frightened, humiliated, insulted, intimidated or threatened. By law, whether someone's behaviour counts as harassment depends on the circumstances of the situation, how the person receiving the unwanted behaviour views it, and whether the person receiving the behaviour is 'reasonable' to view it as they do. It can still be against the law even if the person being harassed does not ask for it to stop.

Sexual harassment

This is unwanted behaviour of a sexual nature. It does not need to be related to a protected characteristic.

Less favourable treatment as a result of harassment

This is when someone experiences less favourable treatment because of how they responded to certain types of previous harassment:

- sexual harassment
- harassment related to sex
- harassment related to gender reassignment.

It can apply whether the person rejected or 'submitted to' (accepted) the previous harassment.

Harassment happens when the person is treated less favourably than they would have been if they had not responded to the previous harassment in the way they did.