Dignity in the Workplace Flowchart You are a Complainant or Alleged Perpetrator Harassment - unwanted conduct related to a relevant protected characteristic, or in general terms by the recipient or any reasonable person, which has the purpose Seek face-to-face If considered or effect of violating an individual's dignity advice from: a 'Serious or creating an intimidating, hostile, Anti Harassment Incident' degrading, humiliating or offensive Advisor contact environment for that individual Trade Union Human Representative Resources for Bullying - offensive, intimidating, malicious Line Manager Advice and or insulting behaviour, an abuse or misuse Equality and Guidance. of power through means that undermine, **Diversity Office** humiliate, denigrate or injure the recipient How can the complaint be remedied? Consult the University's Dignity at Informal **Formal Resolution** Work Policy. Resolution **Procedure** OR Complainant to: Complainant to University Write consult and follow Disciplinary the University's Procedure may Email Grievance be Telephone Procedure. implemented Arrange a meeting by Human Resources. Complainant or alleged perpetrator may request the assistance of an Anti Harassment Advisor. University Grievance or Disciplinary Has the matter been resolved? Procedure NO YES End of Continual monitoring and review **Process**