Report + Support: What is harassment?

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Harassment is unwanted conduct related to a relevant protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion, sex, and sexual orientation) which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. This includes harassment by association or perception.

Examples of harassment:

- Offensive or intimidating comments or gestures, on insensitive jokes or pranks.
- Racist, sexist, homophobic or ageist jokes, or derogatory or stereotypical remarks about gender, particular ethnic, or religious group.
- Ignoring or shunning someone, for example, by deliberately excluding them from a conversation or social activity.
- Mocking, mimicking or belittling a person's disability.
- Unwanted physical conduct or 'horseplay', including touching, pinching, pushing, grabbing, brushing past someone, invading their personal space and more serious forms of physical or sexual assault.
- Outing or threatening to out someone as gay, lesbian, bisexual or trans.

Harassment is contrary to the Equality Act 2010 and the Harassment and Sexual Misconduct Policy