

Examples of harassing behaviours

Harassment can be related to:

- age (covers all age groups)
- disability (mental and physical health)
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (colour, nationality, ethnicity, national origins)
- religion or beliefs
- sex / gender
- sexual orientation
- other personal characteristics such as trans identities including non-binary, carers responsibilities, physical appearance

Types of harassing behaviour:

The most common forms of harassment are listed below and are specifically directed towards the protected / personal characteristic(s). This can be one significant incident or an ongoing pattern of behaviour. This is not an exhaustive list.

- offensive jokes, banter and comments
- ostracising / "freezing out", ignoring and staring
- patronising comments and remarks
- mimicking
- use of derogatory terms
- inappropriate personal questions / comments
- belittling or patronising comments / nicknames
- assault or other non-accidental physical contact, including disability aids
- the display, sending or sharing of offensive letters, publications, objects, images or sounds
- graffiti
- offensive comments about appearance or clothing
- deliberate and consistent behaviours which demonstrate a non-acceptance of aspects relating to a protected or personal characteristic(s) e.g. failure to use requested gender pronoun for a transitioning individual

In addition other specific behaviours may be attributed to sexual harassment or stalking, these may also be criminal acts.

Sexual Harassment:

- indecent exposure
- sexual assault
- unwelcome sexual advances, propositions or pressure for sexual activity, continued suggestions for social activity within or outside the workplace, after it has been made clear that such suggestions are unwelcome
- suggestions that sexual favours may further a colleague's career or refusal may hinder it e.g. promotions, salary increases etc.
- leering, whistling or making sexually suggestive comments or gestures, innuendoes or lewd comments

Stalking:

- persistent attempts to make contact with an employee, for example through email, telephone, social media, or on behalf of a third party
- following, watching or photographing an employee
- repeated sending of overly personal, malicious or threatening messages or items