

MadiganGill Group Holdings Limited Workplace Bullying and Harassment Statement

MadiganGill Group Holdings Limited

Incorporating:

**MadiganGill Resource Limited
MadiganGill Security Limited
MadiganGill Logistics Limited**

Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.

Examples of bullying or harassing behaviour include:

- spreading malicious rumours
- unfair treatment
- picking on someone
- regularly undermining a competent worker
- denying someone's training or promotion opportunities

Bullying and harassment can happen:

- face-to-face
- by letter
- by email
- by phone

The law

Bullying itself isn't against the law, but harassment is. This is when the unwanted behaviour is related to one of the following:


- age
- sex
- disability
- gender (including gender reassignment)
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.

What employees should do if they're bullied or harassed

Employees should see if they can sort out the problem informally first. If they can't, they should talk to their:

- manager
- human resources (HR) department
- trade union representative

Signed on behalf of the organisation: 

Signed by: Danny Madigan

Position: Managing Director

Date : 3rd January 2024

Next Review Date : 4th January 2025