

## Angel Chambers Harassment Policy

1. The purpose of this policy is to clarify the approach which Angel Chambers takes to harassment in the work environment. Angel Chambers is committed to providing a work environment in which all individuals, clients and the public are treated with dignity and respect. Angel Chambers is determined to promote a work environment in which everyone is treated equally and with dignity and can flourish.

2. Harassment in any form will not be tolerated at Angel Chambers. Harassment includes (but is not restricted to) any unwanted conduct related to sex, race, disability, gender-reassignment, religion or belief, sexual orientation or age. Such behaviour may take many forms including:

- conduct which is unwanted by the recipient and is perceived as hostile or threatening
- conduct which gives rise to a hostile or threatening work environment
- conduct which creates an atmosphere in which it is feared that rejection or submission will be used as a basis for decisions which have an impact on the recipient at work such as allocation of work or tenancy decision.

3. The following are examples of types of behaviour which may amount to harassment:

- physical or sexual assault
- requests for sexual favours in return for career advancement
- unnecessary physical contact
- exclusion from social networks and activities or other forms of isolation
- bullying or intimidation
- compromising suggestions or invitations
- suggestive remarks or looks
- display of offensive materials including on a computer screen
- tasteless jokes or verbal abuse including any sent by e-mail or text
- offensive remarks or ridicule
- dealing inappropriately or inadequately with complaints of harassment

4. Harassment is unlawful under the Equality Act 2010. In addition to the above unwanted conduct, it can arise where a person engages in any kind of unwanted sexual behaviour (or gender-reassignment or sex related behaviour).

5. Complaints of harassment may be raised informally in the first instance with Alison Donovan, Chambers' Equality and Diversity Officer or with the Head of Chambers or with the respective Heads of the Criminal, Civil or Family Teams who will agree an appropriate response. Formal complaints should be made under the Angel Chambers' grievance procedure.

6. Harassment is misconduct for employees and is a breach of the Bar Code of Conduct for barristers. Allegations of harassment will be dealt with under the Angel Chambers' disciplinary procedure.

7. Angel Chambers is committed to ensuring that no-one who makes an allegation of harassment in good faith should be subjected to any detriment as a result. Any victimisation of a complainant, witness or anyone else involved in the investigation of a complaint will be viewed as a disciplinary matter.

8. A copy of this policy is available on Angel Chambers web site and all those for whom chambers constitutes a working environment including members of chambers, pupils, squatters, clerks and other employees, temporary workers, those who provide services to chambers such as contract cleaners, accountants and IT consultants, mini-pupils and work experience students are to be informed of its availability on our web site.

9. This policy was adopted on 1st January 2013 and will be reviewed every 2 years.

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