







discrimination, harassment, bullying or intimidation. Action will be taken under the Company's disciplinary procedure against any employee who is suspected of having committed an act of improper or unlawful discrimination, harassment, bullying or intimidation. Serious breaches of this Equal Opportunities and Dignity at Work Policy will be treated as potential gross misconduct and could render the employee liable to summary dismissal.

The Company has adopted and will enforce the following disciplinary rule:

"Age, disability, race (including colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity are defined within the Equality Act as 'protected characteristics'.

Any employee concluded to have been guilty in or related to the workplace of any act of unlawful discrimination, harassment, bullying or victimisation towards anyone due to or associated with a protected characteristic is liable to serious disciplinary action, which could involve dismissal.

Employees should also bear in mind that they can be held personally liable for any act of unlawful discrimination or harassment. Employees who commit serious acts of harassment may also be guilty of a criminal offence.

Employees should draw the attention of their Line Manager to any suspected discriminatory acts or practices or suspected cases of harassment or bullying. Employees must not victimise or retaliate against an employee who has made allegations or complaints of unlawful discrimination, harassment or bullying or who has provided information about such behaviour.

Such behaviour will be treated as potential gross misconduct in accordance with the Company's disciplinary procedure. Employees are urged to support any colleague who alleges that they have suffered such treatment and who is making a complaint using the Grievance Procedure.