

## **AYLESBURY METHODIST CHURCH & CENTRE**

### **Harassment and Bullying Policy**

Aylesbury Methodist Church sets out to provide an environment which enables all users of the premises to worship, study, play and meet in an atmosphere where the dignity of all individuals is respected. To this end, the church aims to ensure that all those using the premises are free of harassment, bullying and any behaviour which is considered distressing or threatening. This policy applies to all members of the church community, and any act of discrimination or harassment will be regarded extremely seriously.

Harassment is defined as any behaviour in which an individual or group is subject to aggressive, threatening or other unacceptable behaviour on the grounds of gender, race, religion, disability, age, sexual orientation or personal characteristics. The defining features are that the behaviour is unwanted by the recipient and would be regarded as harassment or bullying by a reasonable person.

Any person subject to harassment and bullying of any kind, and any person who witnesses such behaviour, must report it as soon as possible to the Safeguarding Officer or the Minister. All reports will be treated promptly and sensitively, fully investigated and appropriate action taken, including, where necessary, support for the aggrieved person.

The responsibility for monitoring this policy, and for handling any complaints, is the Minister

March 2016  
Rev Helen Kirk  
Minister