



St Agnes Church, Cawston Preventing Harassment Policy

St Agnes Parochial Church Council (PCC) supports the rights of all people to go about their normal lives without harassment. The Church is committed to preventing harassment.

Harassment is where one person behaves in an offensive or threatening way towards another person. There are a number of types of harassment, including **sexual harassment, racial harassment and bullying.**

Harassment is most likely to occur when the victim is in a weak position, e.g. where the harasser is physically stronger or has some authority.

Sexual harassment is sexually offending behaviour towards someone of the opposite sex. Different types of behaviour can cause harassment - examples include:

- Making unwanted physical contact
- Making remarks or suggestions of a sexual nature
- Gestures, stares and “wolf-whistles”

Racial harassment is behaviour towards someone of a different racial group, motivated by racial dislike or hatred.

WHAT TO DO IF YOU ARE THE VICTIM OF HARASSMENT...

If you are suffering harassment, if possible, ask the person to stop and make it clear that if they do not stop you will make a formal complaint. If this is not possible, or does not work, talk to one of the PCC members who will give you advice.

It is best if you submit your complaint in writing to one of the PCC members. This will be followed up by an investigation and prompt action where necessary. At all times concern for the interests of the victim will be of paramount concern.

This statement was agreed by Cawston Parochial Church Council on _____ (date).

Signed: _____ Incumbent and Chair of Parochial Church Council