

Appendix B - Examples of behaviour that may constitute harassment in ministry or at work under



Age - This can include remarks, banter/jokes or judgements that can cause offence about an individual's ability related to their age. It can often stem from assumptions and stereotypes. All age groups, not just the young and old, are entitled not to be subjected to harassment on the grounds of their age.

Marriage / Civil Partnership



This happens when you are treated worse than other individuals because you are married (same-sex couple or male & female couple) or in a civil partnership (same-sex couple). The reverse also can apply, e.g., people can be discriminated against because they are not married or in a civil partnership.



Sexual Orientation - Calling someone a name based on their sexual orientation or perceived sexuality, such as bisexual, gay, or lesbian and/or deliberately behaving in an effeminate manner in the presence of someone who is gay. Making assumptions about health and lifestyle can lead to conduct which amounts to harassment.

Religion / Belief

Offensive remarks about particular religious beliefs, non-belief (atheist) or philosophical beliefs or religious practice and/or exclusion from normal workplace interactions or social events due to the individual's religion or perceived religion and also of any persons with whom the individual is associated.



Pregnancy or maternity – It is illegal to discriminate against women who are pregnant or on maternity leave (including breastfeeding). This means they must not suffer unwanted behaviour and unfair treatment because of their pregnancy such as inappropriate or negative comments related to pregnancy or flexible working.



Race & Ethnicity

Racial harassment is often rooted in racism, ignorance, and prejudice. Racial harassment is often

rooted in racism. It can be a physical attack and/or verbal abuse due to an individual's nationality, ethnicity, caste or cultural background; racial threats and insults and derogatory remarks and name-calling, exclusion or picking on an individual, racist graffiti or material. It also includes Gypsy Travellers.



Gender Reassignment (including gender identity) Derogatory remarks/gestures linked to an individual who has or perceived to have undergone a gender reassignment. Deliberately 'outing' an individual will also be considered as harassment.

Disability - This can be a verbal or physical attack on an individual, and can include jokes, name-calling and derogatory remarks based on their learning difficulty/disability, mental health, physical disability, or sensory impairment such as hearing or sight loss. It is often attributable to unfounded assumptions and lack of understanding about physical or mental disability. It is important to be aware that a person can be disabled even if they do not have any obvious physical difficulties.



Sex or Gender – Harassment because you are a man or because you are a woman. Sexual harassment is unwanted conduct of a sexual nature such as unnecessary or unwanted touching or physical contact, for example hugging. Requests or demands for sexual favours. It can include flirting, making derogatory sexist remarks about someone's body, clothing or appearance and gestures or provocative suggestions and/or persisting with sexual advances after it has been made clear that such approaches are unwelcome. Displaying sexually graphic pictures, posters, or photos as well as suggestive or pornographic material. Sexual assault or rape.