



## **Anti-Harassment, Bullying & Violence Policy**

### **What the policy is for and what it covers**

PCU's Anti-Harassment (AHBV) policy expresses our commitment to maintain a union space and workplace that is free of harassment, bullying and violence. This is so that our members, committee members, volunteers, and colleagues within the field, can feel safe enough and that mutual respect is given. This applies to all involved in PCU programmes, platforms, events, discussions and interactions. It applies to members, committee, volunteers, facilitators, suppliers, and attendees.

We will not tolerate anyone intimidating, humiliating or defaming others in PCU's workplaces (including online platforms) or in the course of engaging with PCU's functions and activities. We also prohibit wilful discrimination based on age, gender, sexual orientation, ethnicity, racial, religion or disability.

### **What is the definition of harassment?**

Harassment includes bullying, intimidation, direct insults, malicious gossip and victimization. Bullying can be defined as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. This includes cyber-bullying.

PCU classifies violence to include: physical violence & use of weapons, threats of harm to a person or property, verbal abuse, psychological abuse, sexual abuse. It is the responsibility of any committee member, volunteer, or facilitator, who witness, or suspect, any act of violence during a PCU activity or event, to immediately report the incident to an appropriate authority either within PCU or if necessary an outside agency.

[admin@pcunion.org.uk](mailto:admin@pcunion.org.uk)

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## **Here are some instances that we consider harassment:**

Sabotaging someone's work on purpose; Engaging in frequent or unwanted advances of any nature; sexualized verbal statements or physical actions that are unwanted and unreciprocated by the target; Commenting derogatorily on a person's age, gender, sexual orientation, ethnicity, racial, religion or disability; Starting or spreading rumours about a person's personal or professional life; Ridiculing someone in front of others; Singling someone out to perform tasks unrelated to their job e.g. bringing coffee; Exclusion or Collusion

Coercive Control: Examples of this in a union environment could include isolating or undermining, systematic criticism, gaslighting to create inappropriate blame for problems so others may doubt the target's stability, reliability, work ethic, or integrity. The perpetrator gains power and influence by weakening the target, and often misuses their power to create pressures to force compliance.

If you are being harassed, or suspect you are being harassed, or witness harassment involving any member, volunteer, facilitator or attendee, or anyone else engaging with PCU, you can choose to raise the matter with a member of the committee or can do so via PCU's administrative staff:

Tracey Thompson 07388 010889

Milton Sattler 07307 873367

[admin@pcunion.org.uk](mailto:admin@pcunion.org.uk)

Please bear in mind that both Administrators work part-time and aim to answer any inquiry as soon as possible.

The matter should be raised, in writing, as a formal complaint or grievance and it will be addressed in keeping with PCU's Rule Book, Constitution, or where necessary within ACAS guidelines.

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**Psychotherapy and Counselling Union (PCU)**  
The Psychotherapy and Counselling Union: standing up for therapists and therapy.

PCU will support those involved and investigate any incident as quickly and discreetly as possible. Our aim is to protect all those involved in those experiencing violence and/or harassment.

## **Disciplinary Consequences**

PCU does not tolerate violence and any such behaviour will immediately trigger disciplinary action. Any member, volunteer, facilitator or attendee involved in any PCU programmes, events, and one to one conduct who does not comply with the AHBV policy may be subject to action under the PCU's Rules & Constitution, or in necessary circumstances action subject to ACAS guidelines. PCU will take appropriate investigation and action towards any member, volunteer, facilitator or attendee who intentionally, or unintentionally, breaches this policy. Please see our Rule Book in regard to the range of disciplinary sanctions available and our appeals process.

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Tracey Thompson **Thu & Fri** | **07388 010189** Milton Sattler **Mon & Tue** | **07838 257186**