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

It is the policy of Foresight to support the right of all people to be treated with dignity and respect at work. We know that workplace bullying and harassment has a detrimental and negative affect on individuals and therefore operational efficiency.

We are committed to making every effort to provide a working environment free from bullying and harassment. In particular, this includes abusive or offensive behavior or actions with regard to gender, race, sexuality, disability, religion or age.

All matters relating to any part of this policy are to be treated in the strictest confidence, given the sensitivity of such matters. This applies whether at an informal level, or in obtaining relevant information at investigatory or disciplinary stages. Any breach of confidentiality may involve disciplinary action against those responsible.

**This information is also available in other formats, languages and picture format upon request.**