

1.3 TRCH/SEC Policy: Dealing with discrimination and harassment, including bullying

If a person feels they have been discriminated against by the Trinity Rooms Community Hub, or harassed at an event, they or a friend should raise this with one of the Trustees.

The Trustee will work with at least one other Trustee to investigate the complaint, listening to all people involved. If the complaint is against a Trustee, that person will not be involved in conducting the investigation.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the TRCH/SEC as a whole, the Trustees must work to ensure that such discrimination is not repeated in the future.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the constitution.

The Trustees will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

Bullying

Bullying is a form of behaviour, by an individual or group, that intentionally hurts another individual or group either physically or emotionally. It is repeated over time, and has a deliberate intention to hurt or humiliate.

Bullying behaviour or threat of bullying must be investigated and stopped quickly.

Staff, volunteers and centre users are expected to express their disapproval of such behaviour and to act against it if encountered.

Bullying can manifest in any of the following ways

- emotional – being unfriendly (e.g. threatening gestures, ‘borrowing’ property)
- physical – pushing, kicking, hitting, punching or any use of violence
- racist – racial taunts, graffiti, gestures
- sexual – unwanted physical contact or sexually abusive comments
- homophobic – comments or gestures that denigrate someone’s sexuality
- verbal – name-calling, sarcasm, teasing
- cyber bullying – inappropriate messaging, sending offensive or degrading images

Procedure

The person bullied, or a witness, should report the incident to a Trustee or volunteer ‘buddy’. They will make a judgment as to how to proceed. In cases of serious bullying, the incident will be recorded. If appropriate the police/social services will be consulted.

Written by	Sarah Frazer and Fran Mosley
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