

Anti-Harassment Policy

Introduction

The overarching rule of Creative Dunblane is to be good to each other. Harassment in any form will not be tolerated

This policy reinforces that message and provides assistance to support Creative Dunblane in being an organisation where people can feel welcome and comfortable. It applies to all the Creative Dunblane community including trustees, volunteers, members, guests and workshop attendees.

Within a community such as Creative Dunblane there are likely to be disagreements and differences of opinion. This policy doesn't aim to cover these unless it crosses the line into harassment.

Policy

Harassment includes, but is not limited to:

- offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion
- display of sexual images in public spaces
- deliberate intimidation
- following or stalking
- harassing photography or recording
- inappropriate physical contact
- unwelcome sexual attention
- any other sustained, targeted behaviour which makes a member uncomfortable.

Anyone asked to stop any harassing behaviour is expected to comply immediately.

In cases where you feel uncomfortable or unable to speak to the person concerned, or if having spoken to them the behaviour persists there is a variety of support available.

- Contact the Volunteer Coordinator or the Safeguarding Volunteer - they are there to assist.
- Discuss with someone you trust within the Creative Dunblane community - they can help support you in handling the behaviour, and assist you with contacting the Volunteer Coordinator or Safeguarding Volunteer
- Report the incident to the trustees of Creative Dunblane.

How will this be dealt with

Any report of harassment will be treated as confidential. When the trustees receive a report from someone experiencing harassment they will record what you say and reassure you that you are being taken seriously, but will avoid making specific promises about what actions they will be taken. They will not pressure the reporter to take any action if they do not want to.

Action taken will be proportionate to the events that have occurred. If appropriate, the trustees will initially speak to the individual(s) involved and make clear that the behaviour is unacceptable and must cease. In the event of serious or repeated instances more robust action will be taken, up to and including expulsion from Creative Dunblane

Author(s): SM/CM
Dated : 6Sept23
To be reviewed : 6Sept25