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# Bullying and Harassment

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## What is bullying and harassment?

*Understanding the legal difference between bullying and harassment is critical:*

*- Bullying is not always illegal unless it crosses into harassment related to a protected characteristic under the Equality Act 2010. However, businesses must still address it as a form of misconduct.*

*- Harassment, on the other hand, is illegal when it's related to age, sex, race, disability, for example. Employers can be held vicariously liable if they don't act to prevent or stop harassment.*

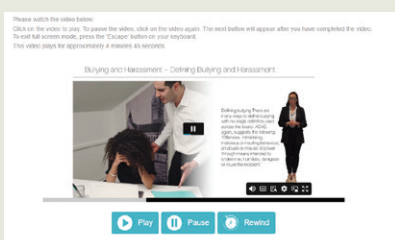
## What is the benefit of bullying and harassment training to your business?

*Our Bullying and Harassment course is for anyone who works within the UK. This course will offer your staff quick and effective bullying and harassment training to help them become aware of the importance of tackling bullying and harassment within a workplace.*

## What does the Bullying and Harassment cover?

*The Bullying and Harassment course covers the following:*

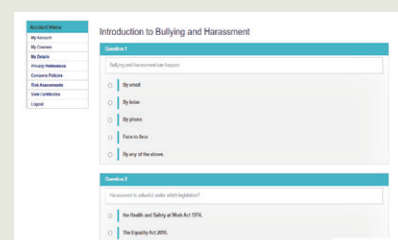
- Defining Bullying and Harassment
- Relevant Legislation
- The Impact of Bullying and Harassment
- Recognising the Signs of Bullying and Harassment
- Employer Responsibilities and Risk Assessments
- Employee Responsibilities



Video Presentations.



Interactive games.



Final exam - certificates provided.

**ACAS defines harassment as: 'Unwanted conduct that violates people's dignity or creates an intimidating hostile, degrading, humiliating or offensive environment.'**

**There are many ways to define bullying, with no single definition used across the board. ACAS, again, suggests the following: 'Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.'**

ACAS

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