



O2C?

'Social exclusion refers to the multiple and changing factors resulting in people being excluded from normal practices and rights of modern society. The commission believes that all Community citizens have a right to the respect of human dignity'.

Commission of the European Communities

Harassment in the Workplace

Learn how you can encourage colleagues to value diversity, avoid harassing those who are different from them and get the very best out of their working environment!

Harassment is harmful to employees, employers and customers alike. It can subject individuals to fear, stress and anxiety. Great strains can be put on work, personal and family life. Harassment can lead to illness, accidents, absenteeism, poor performance, an apparent lack of commitment, and staff turnover. It impacts badly on safety, organisational effectiveness and business success.

Every company should be committed to an environment in which equal opportunity is a reality. Everyone should be treated fairly and with respect, and be free from harassment, victimisation and bullying due to age, disability, employment status, gender, health, marital status, nationality, race, religion, sexual preference or social class.

Find out more about harassment in the workplace - is your organisation vulnerable?

We can design a programme especially for you.

O2C = Overt to Covert

Evidence shows that harassment in the workplace has become more covert as opposed to overt. Why is this? The indications are that harassment is now under cover.

- Legal implications apply to those who are caught!
- There is an increase in employment tribunals
- There are over 750,000 calls to ACAS per year

We are all different and have the right to be listened to, included, treated fairly and respected.

Fear, suspicion, judgement and dislike are often based on what we think we know - not what is really true.