

APPENDIX 1 - UNLAWFUL GROUNDS OF HARASSMENT AND BULLYING

1 SEX

Harassment or bullying on the grounds of a person's sex, pregnancy, maternity leave etc. This can apply even where the complainant was not the employee to whom the harassment was directed.

2 MARITAL STATUS

Harassment or bullying on the grounds of a person's marital status

3 GENDER REASSIGNMENT

Harassment or bullying on the grounds that a person intends to undergo gender reassignment; is currently undergoing gender reassignment or has already undergone gender reassignment.

4 SEXUAL HARASSMENT

This is distinct from sex harassment, as it is physical, visual, verbal or non-verbal conduct that is sexual in nature.

5 RACE

Harassment or bullying on the grounds of race, colour, ethnicity or nationality

6 DISABILITY

Harassment or bullying on the grounds of a person's disability

7 SEXUAL ORIENTATION

Harassment or bullying on the grounds of a person's sexual orientation, applying equally to 'same sex' orientation, 'opposite sex' orientation and 'both sexes' orientation.

8 RELIGION OR BELIEF

Harassment or bullying on the grounds of a person's religion or beliefs

9 AGE

Harassment on the grounds of a person's age, applying equally to all people regardless of age

10 VICTIMISATION

Harassment or bullying as a consequence of a person raising a concern