

Harassment at Work Policy Statement

Gentoo is committed to Equal Opportunities and to providing an environment in which all employees are treated with dignity and respect and in which they can work free from any type of discrimination, harassment, or victimisation.

Gentoo supports the rights and opportunities of all people to seek, obtain and hold employment without discrimination in any form. Harassment in any form, from any source, including Board members, managers, employees, customers, service users and contractors, is unacceptable and will not be tolerated.

The Group recognises and accepts its responsibility as an employer to protect its employees from harassment at work and acknowledges that such behaviour may be unlawful.

Harassment is a serious offence which will be dealt with under the Group's Disciplinary procedures. The Group may impose sanctions on employees and all third parties e.g. services users, contractors, tenants who are found responsible for harassing Company employees.

The Group expects employees to treat each other with dignity and respect and will not tolerate victimisation of any employee who has complained of harassment or who has provided information about such harassment. Employees who are found responsible for such action may also be dealt with under the Group's disciplinary procedures, and sanctions may be imposed on all third parties who are guilty of such action.

The Group will provide support and training to managers, supervisors and employees generally on the application of this policy.

The Group will ensure that advice and support is provided for employees who may be subjected to harassment at work.

Period reviews will take place to monitor the effectiveness of the policy and ensure necessary changes are made.

