

ANTI HARASSMENT POLICY

Anglian Land Drainage 2019



At Anglian Land Drainage it is our policy that every staff member and non-staff member has a right to work in a harassment-free and respectful environment.

ALD is committed to address inappropriate behaviour, including harassment, by or towards its employees.

Employees responsible for conduct which can be construed as harassment, sexual harassment or abuse of authority may be subject to appropriate administrative or disciplinary measures.

Measures to deal with inappropriate behaviour (including harassment) will be based on the principles of fairness, impartiality, sensitivity and respect.

Everyone who works for ALD has a responsibility to sustain a respectful work environment by upholding the highest standards of conduct and applying necessary confidentiality measures.

ALD will ensure that adequate resources are available to promote a positive work environment and to prevent inappropriate behaviour in the workplace.

Staff members have the right to choose an informal or formal dispute resolution process.

The Organisation will provide appropriate mechanisms to prevent or deal with retaliation related to the reporting of allegations of harassment.

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