

Third-party Sexual Harassment Policy

Introduction

All members of PiXL staff are entitled to be treated with dignity and respect in their place of work. This means freedom from behaviour by third parties, such as customers/clients or suppliers, that can be interpreted as bullying or harassment or that causes offence and access to redress if such behaviour does arise.

Third-party harassment

Third-party harassment occurs when one of our workforce is subjected to harassment by someone who is not part of our workforce but who is encountered in connection with work. This includes our customers, suppliers and members of the public. Third-party harassment of our workforce will not be tolerated.

Circumstances which are covered

This statement covers behaviour by third parties towards a member of our workforce which occurs in the following situations:

- a work situation
- a situation occurring outside of the normal workplace or normal working hours which is related to work, e.g. a working lunch or a social event with colleagues
- outside of a work situation but against a colleague or other person connected to the Organisation, including on social media.

Action to prevent third-party harassment

We take a zero-tolerance approach to third-party harassment of our workforce. Any complaints of third-party harassment will be taken seriously and thoroughly investigated. Should a customer harass a member of our workforce, they will be warned that continued provision of their service to us, or of us to them, will cease if they are to act in a similar way again. Should the behaviour recur, they will be informed that their service to us, or of us to them, will cease. Any criminal acts will be reported to the police, and we will share information relating to the incident within the Company to ensure that we maintain a consistent approach to the cessation of our services.

For more information on the PiXL Bullying and Harassment Policy, please contact hr@pixl.org.uk