

OUTLaw Bullying and Harassment Policy Statement

- 1.1 OUTLaw aims to promote the inclusion of LGBT+ people across the Irish legal community in an environment that is friendly and respectful. Any form of bullying or harassment of any person at an OUTLaw event is inappropriate and is condemned by OUTLaw. All persons attending our events should be treated with dignity and respect.
- 1.2 Any complaints of bullying or harassment in the course of any OUTLaw event will be taken seriously and OUTLaw will work with the hosts of any OUTLaw event to ensure that complaints are treated with sensitivity and respect for all parties concerned. Appropriate action may be taken against any person who is found to have acted contrary to this policy and such action may include removal from some or all of OUTLaw's current or future events.
2. **Bullying**
 - 2.1 Bullying is commonly defined as repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by an individual or group against another person or persons, which could reasonably be regarded as undermining the individual's right to dignity.
 - 2.2 We all have a responsibility to foster an environment free from bullying. This requires us to be aware of the potential for our behaviour to cause offence to others or to make them uncomfortable or threatened.
 - 2.3 Bullying does not, however, include sensitive debate or engagement on issues or topics of relevance to OUTLaw.
3. **Harassment**
 - 3.1 Harassment is any form of unwanted conduct related to gender, civil status, family status, sexual orientation, philosophical or religious belief, age, physical or mental disability, race (including colour, nationality and ethnic or national origins) or membership of the Traveller community.
 - 3.2 OUTLaw includes in its definition of harassment any form of unwanted conduct related to socio-economic status, social or family origin or background, gender reassignment, gender identity or expression, physical or genetic characteristics, or HIV or other health status.
 - 3.3 Harassment has the purpose or effect of violating a person's dignity and creating, in the reasonable belief of that person, an intimidating, hostile, degrading, humiliating or offensive environment for the person.
 - 3.4 Sexual harassment is any form of harassment of a sexual nature and may include, for example, physical, verbal or non-verbal conduct of a sexual nature. Any other conduct which denigrates, ridicules, threatens, or intimidates an individual or group is also unacceptable behaviour.
 - 3.5 The fact that the person complained of has no intention of bullying, harassing or sexually harassing a person is of no relevance. OUTLaw condemns any form of such conduct and also condemns any victimisation of or retaliation against a person who has complained of bullying, harassment or sexual harassment.