






Appendix B - Examples of behaviour that may constitute harassment in ministry or at work under the Equality Act 2010


	<p>Age - This can include remarks, banter/jokes or judgements that can offend an individual's ability related to their age. It can often stem from assumptions and stereotypes. All age groups, not just the young and old, are entitled not to be subjected to harassment on the grounds of their age.</p>
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<p>Disability - This can be a verbal or physical attack on an individual, and can include jokes, name-calling and derogatory remarks based on their learning difficulty/disability, mental health, physical disability, or sensory impairment such as hearing or sight loss. It is often attributable to unfounded assumptions and a lack of understanding about physical or mental disability. It is important to be aware that a person can be disabled even if they do not have any obvious physical difficulties.</p>	
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	<p>Gender Reassignment (including gender identity) Derogatory remarks/ gestures linked to an individual who has or is perceived to have undergone a gender reassignment. Deliberately 'outing' an individual will also be considered as harassment.</p>
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<p>Marriage and Civil Partnership - This happens when you are treated worse than other individuals because you are married (same-sex couple or male & female couple) or in a civil partnership (same-sex couple). The reverse also can apply, e.g., people can be discriminated against because they are not married or in a civil partnership.</p>	
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	<p>Pregnancy and maternity – It is illegal to discriminate against women who are pregnant or on maternity leave (including breastfeeding). This means they must not suffer unwanted behaviour and unfair treatment because of their pregnancy such as inappropriate or negative comments related to pregnancy or flexible working.</p>
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<p>Race - Racial harassment is often rooted in racism, ignorance, and prejudice. Racial harassment is often rooted in racism. It can be a physical attack and/or verbal abuse due to an individual's nationality, ethnicity, caste or cultural background; racial threats and insults and derogatory remarks and name-calling, exclusion or picking on an individual, racist graffiti or material. It also includes Gypsy Travellers.</p>	
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<p>Religion or Belief</p> 	<p>Religion or Belief - Offensive remarks about particular religious beliefs, non-beliefs (atheist), philosophical beliefs or religious practice and/ or exclusion from normal workplace interactions or social events due to the individual's religion or perceived religion and also of any persons with whom the individual is associated.</p>
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<p>Sex – Harassment because you are a man or because you are a woman. Sexual harassment is unwanted conduct of a sexual nature which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person. Some examples of sexual harassment include sexual comments or jokes; displaying sexually graphic pictures, posters or photos; suggestive looks, staring or leering; propositions and sexual advances; making promises in return for sexual favours; sexual gestures and intrusive questions about a person's private or sex life or a person discussing their own sex life.</p>	<p>Sex</p> 
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<p>Sexual Orientation</p> 	<p>Sexual Orientation - Calling someone a name based on their sexual orientation or perceived sexuality, such as bisexual, gay, or lesbian and/or deliberately behaving in an effeminate manner in the presence of someone who is gay. Making assumptions about health and lifestyle can lead to conduct that amounts to harassment.</p>
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