

# Zero tolerance policy



At Beyond Housing we believe everyone should be treated with dignity and respect. We operate a zero tolerance policy towards any behaviour or language a reasonable person would deem offensive.

We understand that different people may or may not take offence to different things and that offence may sometimes be caused unintentionally. However, if someone explains they find particular comments or behaviours offensive, we expect that this will be respected and those behaviours and comments cease. It is important to remember that derogatory comments and behaviours made on the basis of protected characteristics such as sexual orientation, ethnicity, disability and age are not only deemed unacceptable at Beyond Housing, but are also illegal under the Equality Act 2010.

Beyond Housing is committed to supporting those who are subjected to offensive comments and behaviours and will fully support that individual's right to raise a grievance under our Bullying and Harassment Procedure which could result in disciplinary action toward any individual or group found to have been inappropriate.