

Bullying and Harassment Course Description

This DVD:

- Chronicles the full impact of the worst cases of bullying and harassment by tackling the uncomfortable issues head-on;
- Details how mis-managing incidents of bullying and harassment can create impossible working environments, cause resentment, and generate a whole host of potential Tribunal claims;
- Raises awareness in the workplace of personal responsibilities;
- Recognises the early informal strategies that should be implemented to spot, and stop, inappropriate behaviour;
- Identifies the principles of the formal procedures that should be implemented to support the most serious complaints."

Benefits

Includes:

- The scope of the discrimination legislation / relevant definitions
- How to recognise bullying and harassment
- Informal investigatory steps / skills required by investigators
- Benefits of counselling / mediation
- How to conduct a formal investigation / how much investigation is needed
- Statutory right to be accompanied
- Confidentiality and reluctant witnesses
- Agenda in a formal hearing
- Counterclaims
- Dealing with the aftermath