



## Anti-Bullying Statement 2018-2019

Workplace bullying is defined as repeated, deliberate, disrespectful behavior by one or more people toward another for their own gratification which harms the target.

Bullying is different from an argument or a fight. It is regular, systematic and deliberate, and an abuse of power.

Duffy Group Ltd is dedicated to ensuring a respectful workplace environment for all and will not tolerate bullying in any form and could result in the bully or harasser being subjected to disciplinary action, which may result in dismissal.

We are committed to creating a working environment in which everyone is respected and can flourish equally, without fear or favour. We do not tolerate behaviour or attitudes that support coercion, intimidation or discrimination. Whenever and wherever we observe such behaviour, we always challenge it and support others who do so.

We encourage the reporting of bullying behavior and all allegations will be treated with sensitivity and confidentiality when investigating such actions.

All personnel engaged by Duffy Group Limited are encouraged to report all such incidents by emailing [concerns@duffy.co.uk](mailto:concerns@duffy.co.uk). All reports will be treated in strictest confidence.

Donal Corbett  
Director  
April 2018