
Anti Bullying Policy

1. Purpose

Our organization is committed to providing a safe, respectful, and inclusive environment for all employees, subcontractors, clients, and visitors. This Anti-Bullying Policy is designed to prevent and address bullying behavior within our workplace. Bullying, in any form, will not be tolerated.

2. Definition of Bullying

Bullying is unwanted, aggressive behaviour that includes, but is not limited to, verbal, physical, or psychological actions aimed at intimidating, threatening, or humiliating an individual or group. It often involves a power imbalance and may be repeated over time. Bullying can also manifest as cyberbullying when using digital communication channels.

3. Scope

This policy applies to all individuals associated with our organisation, including employees, subcontractors, temporary workers, clients, and visitors. It covers all workplace settings, both physical and digital.

4. Prohibited Behavior

The following behaviours are strictly prohibited:

- Verbal abuse, insults, derogatory comments, or offensive language.
- Physical intimidation, threats, or acts of violence.
- Harassment, discrimination, or exclusion based on protected characteristics (e.g., race, gender, age, religion, disability, sexual orientation, or other legally recognized attributes).

- Cyberbullying, which includes any form of online harassment, threats, or malicious intent directed at an individual.

5. Reporting Bullying

Employees, subcontractors, or anyone who experiences or witnesses bullying behaviour should report it immediately to their supervisor, manager, HR department, or another designated authority. Reports should include details such as the nature of the incident, individuals involved, date, time, and any witnesses.

6. Confidentiality and Non-Retaliation

All reports of bullying will be treated with the utmost confidentiality, to the extent permitted by law. Retaliation against individuals who report bullying or participate in investigations is strictly prohibited and will result in disciplinary action.

7. Investigation and Corrective Action

Upon receiving a report, our organisation will conduct a prompt and impartial investigation. If bullying is confirmed, appropriate corrective actions will be taken, which may include counselling, training, disciplinary measures, or termination of employment or contractual arrangements.

8. Prevention and Awareness

We are committed to preventing bullying through education, training, and awareness programs. We will provide resources and information to help employees and subcontractors understand the importance of a respectful and inclusive workplace.

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**Zion Construction &
Management Ltd.**

Tel.: 0203 876 9257
Mobile: 07863 082527
info@zion-construction.co.uk

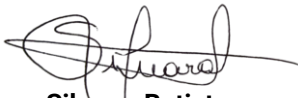
297a, London Road
Croydon, CR0 3PA - UK

9. Conclusion

Our organisation is dedicated to maintaining a workplace where everyone is treated with respect and dignity. We believe in fostering a culture that values diversity and inclusivity while prohibiting bullying in any form. By adhering to this policy, we create a better workplace for all.

Want to report a concern? [Click here](#) and fill our Reporting Form

Or visit: www.zion-construction.co.uk/reportingform.



Silmara Batista
Director