

Where Do You Draw The Line?

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THE UNIVERSITY of EDINBURGH
informatics



**Macnaughton
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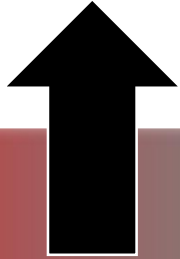
Training Learning Impact

Map of the Territory

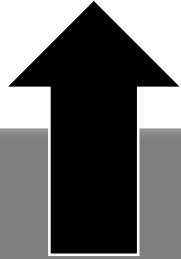
Unlawful



Inappropriate



Unhelpful / Divisive



“Safe”



Additive





Rights & Entitlements



Harassment

Statutory definition in 2010 Equality Act:

Unwanted conduct, relating to a protected characteristic, that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.



Protected Characteristics

- Sex
- Gender Reassignment
- Sexual Orientation
- Race
- Religion & Belief
- Disability
- Age
- Pregnancy & Maternity
- Marriage and Civil Partnerships



Gender Reassignment

A Process of Transition:

Social

Changing:

- Pronouns
- Appearance
- 'Known as' name

Legal

Changing:

- Legal status
- Legal name

Acquiring:

- GRC

**Medical /
Surgical**

Undergoing:

- Treatment (e.g. hormone therapy)
- Gender affirming surgery



Harassment

- **It is also harassment when:**
 - ❑ The **unwanted conduct** is of a **sexual nature**
 - ❑ A person is **treated less favourably** because they have **rejected** or **accepted** that **conduct**.



Conduct of a Sexual Nature

ACAS Examples

- Flirting, gesturing or making sexual remarks about someone's body, clothing or appearance
- Asking questions about someone's sex life
- Telling sexually offensive jokes
- emailing, texting or messaging sexual content
- Displaying pornographic or sexual images on posters, calendars and cards
- Having pornographic or sexual images on computers and phones
- Touching someone against their will, e.g., hugging them
- Sexual assault or rape



Bullying!



Workplace Bullying

➤ **ACAS Definition**

“Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient”



Workplace Bullying

ACAS Examples

- Spreading malicious rumours, or insulting someone by word or behaviour
- Copying memos that criticise someone to others who do not need to know
- Ridiculing or demeaning someone – picking on them or setting them up to fail
- Exclusion, deliberately obstructing / being uncooperative
- Making threats or comments about job security without foundation
- Overbearing supervision / misuse of power or position
- Undermining a competent worker by overloading and constant criticism
- Preventing / blocking / impeding a person's career progression





Types of Bullying & Harassment



- Delegated
- Exclusion (or non-co-operation)
- Mobbing
- Subordinate
- Bystander
- Process

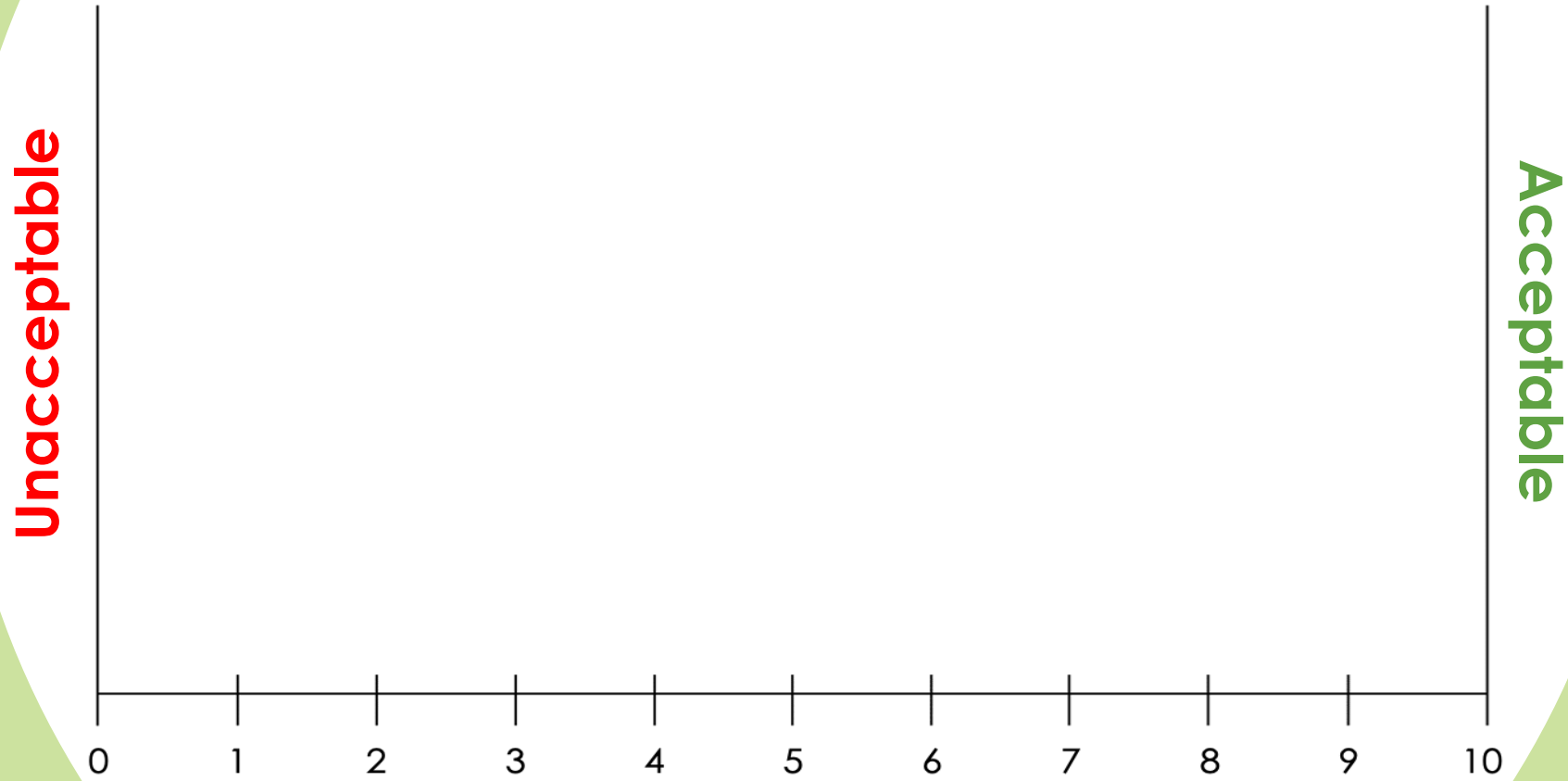




**Where Do
You Draw
The Line?**



Where Do You Draw The Line?

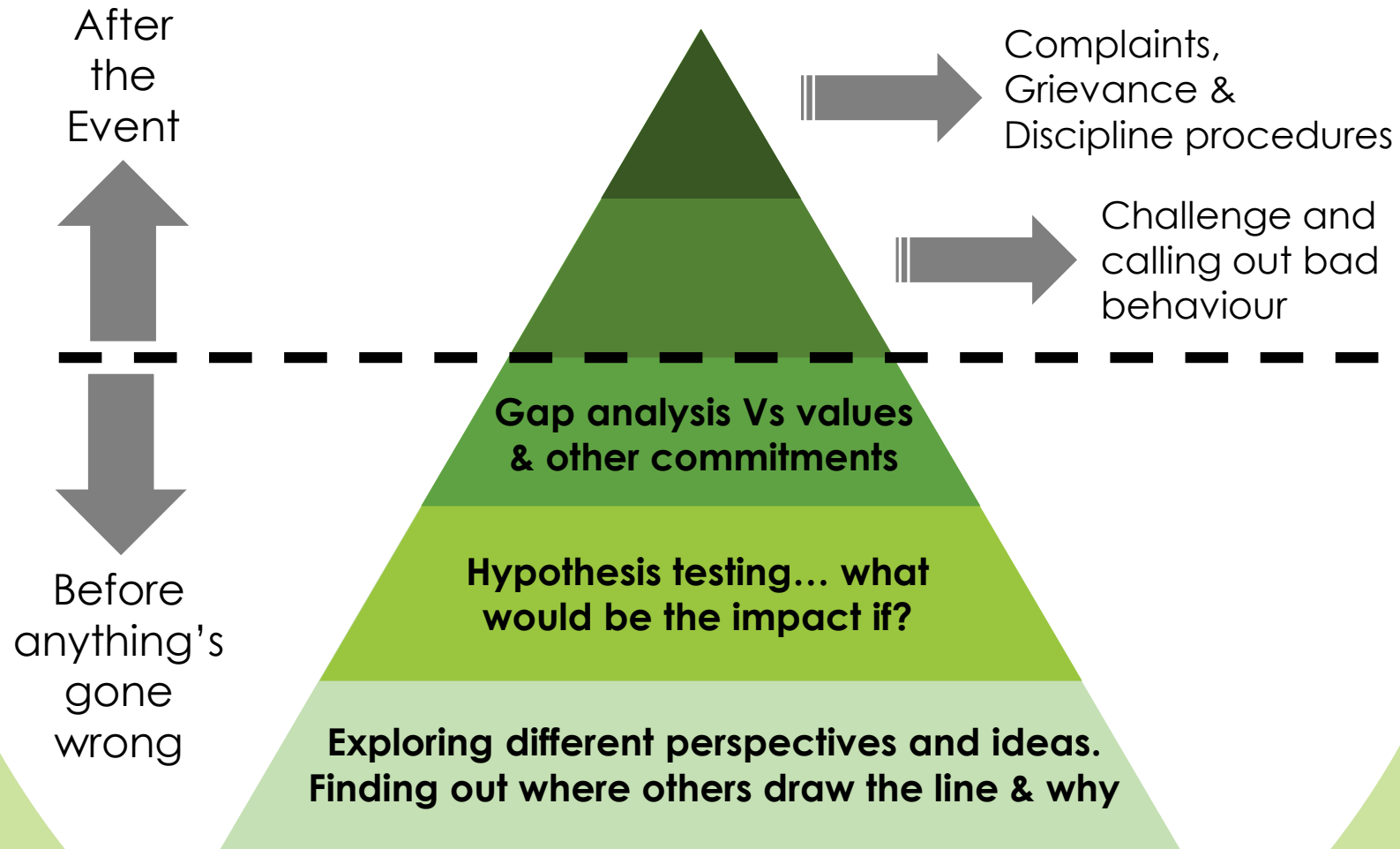




Making A Difference



Building the Right Environment



Psychological Safety

- Break the “Golden Rule”
- Welcome curiosity
- Promote healthy conflict
- Give employees a voice
- Earn and extend trust
- Promote effectiveness not efficiency
- Think differently about creativity





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