

## Argyll and Bute Council: Equality , Diversity and Inclusion Policy

Argyll and Bute Council—in providing goods, services and facilities—is committed to preventing unlawful discrimination of customers or the public.

Argyll and Bute Council is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

Argyll and Bute council aims for our workforce to be truly representative riy0.7 3g-1.4MC /P <</MCID 1 >22

These commitments include training Elected Members, managers and all other employees about their rights and responsibilities under the Equality, Diversity and Inclusion Policy.

Responsibilities include Elected Members and staff conducting themselves in a way that helps Argyll and Bute Council to provide equal opportunities in employment, and to prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand that they, as well as the Council, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

Bullying, harassment, victimisation and unlawful discrimination by employees will be dealt with as misconduct under the Council's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Elected Members are expected to comply with the requirements of the Councillors' Code of Conduct, which has a specific provision that states bullying or harassment is completely

- [Phased Return to Work and Other Reasonable Adjustments: Manager's Guide](#)
- [Supporting Attendance at Work Policy](#)

Policy approved by: Argyll and Bute Council

Date: February 2019

Reviewed and checked: February 2023

Policy next due for review: By March 2027