

Voices in Exile: sexual harassment statement

Voices in Exile is committed to providing a safe, inclusive and respectful environment for everyone who works with us, volunteers with us, uses our services, or comes into contact with our organisation.

We have a zero-tolerance approach to sexual harassment and victimisation. Sexual harassment is unwanted conduct of a sexual nature that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Sexual harassment and victimisation will not be tolerated.

This commitment applies to employees, volunteers, trustees, contractors, suppliers, consultants, service users, partners and members of the public who come into contact with Voices in Exile. We expect everyone working with or representing the organisation to uphold our standards of dignity, respect and inclusion.

Voices in Exile is committed to taking all reasonable steps to prevent sexual harassment, including proactively identifying and assessing risks, providing appropriate training and guidance, communicating expected standards of behaviour, encouraging concerns to be raised, and regularly reviewing the effectiveness of our preventative measures.

Anyone who experiences, witnesses or becomes aware of possible sexual harassment is encouraged to report it. Concerns will be taken seriously and will be considered promptly, fairly and sensitively, with information handled as confidentially as possible.

Where sexual harassment or other inappropriate conduct is found to have occurred, appropriate action will be taken in accordance with our policies and procedures. Depending on the circumstances, this may include disciplinary action, termination of employment or contractual arrangements, restrictions on access to services or premises, or other appropriate measures.

We will take particular care to address risks arising from third parties, including service users, visitors, contractors, suppliers, consultants and members of the public, and will take appropriate preventative and protective action where necessary and lawful.

This statement should be read alongside the Voices in Exile Sexual Harassment Policy and related policies, including the Anti-Harassment and Bullying Policy, Grievance Policy and Disciplinary Policy.