

ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

December 2020 – *Under consultation*

The aim of this policy is to create an environment that is safe and secure for all participants, trainers and staff members at all CiFAR training and capacity building events. It is designed to minimise the opportunities for and to set out measures to respond to instances of sexual harassment, harassment of a non-sexual nature, discrimination and verbal or physical abuse between and to participants, trainers and staff.

CiFAR is committed to equality and non-discrimination. We do not tolerate language or action that is or could be perceived to be discriminatory towards a protected group, nor do we tolerate acts of violence and harassment or threats of violence and harassment.

Discrimination is defined as the treating of someone differently because of a protected characteristic without a specified justification. Discrimination can entail:

- direct discrimination - treating someone with a protected characteristic less favourably than others
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- victimisation - treating someone unfairly because they've complained about discrimination or harassment

Protected characteristics are:

- age
- disability
- marital status
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex or gender, gender reassignment
- sexual orientation

Harassment is actions or words that endanger or harm another participant or result in other participant having a reasonable belief that they are in danger, harm or are inhibited from participating due to the actual or threatened action. Such actions include:

- Verbal or physical harassment or sexual harassment
- Verbal or physical threats
- Assaults or other physical harm
- Any other behavior that causes others to feel unsafe (e.g. bullying)