

Bullying & Harassment Policy and Procedures



Bullying and harassment in any capacity **WILL NOT** Be tolerated, and will immediately result in disciplinary action or termination of agreement.

Contact: trustees@Covenantofmercy.uk regarding any bullying or harassment concerns.



Statement

If there are any bullying or harassment concerns, from either voluntary workers, public participants, or congregational beneficiaries, the formal reporting process to follow, is to provide a written statement, and e-mail it to Trustees@covenantofmercy.uk.

AN immediate investigation of the reported concern will commence, to determine the next steps to take.

Please note that all disclosed bullying and harassment reports must be recorded in writing, to execute a precise and comprehensive investigation.

The Covenant of Mercy trustees will handle all reported cases with confidence and care.

Bullying and harassment emitted from any Covenant of Mercy worker, in any capacity, **WILL NOT** be tolerated, and will immediately result in breach of this agreement.

Trustees will report all urgent concerns to the relevant authorities, based on the investigation.

This Bullying and Harassment Policy applies to all voluntary workers, and participants associated with Covenant of Mercy, (whether internal or external).