

**Examples of different types of harassment.**

1. Paul is disabled and is claiming harassment against his line manager after she frequently teased and humiliated him about his disability.

Richard shares an office with Paul and he too is claiming harassment, even though he is not disabled, as the manager's behaviour has also created an offensive environment for him.

*This is an example of an employee complaining of harassment even though the harassment is not directed at that individual.*

2. Steve is continually being called gay and other related names by a group of employees at his work. Derogatory homophobic comments have been posted on the staff notice board about him by people from this group. Steve was recently physically pushed to the floor by one member of the group but is too scared to take action. Steve is not gay but heterosexual; furthermore the group know he isn't gay.

*This is harassment related to perception of sexual orientation.*

3. Chris manages a Council Benefits Office. One of his staff, Frank, is gay. Frank mentions to Chris that he is feeling unhappy after a claimant made homophobic remarks in his hearing. Chris is concerned and monitors the situation. Within a few days the claimant makes further offensive remarks. Chris reacts by having a word with the claimant, pointing out that this behaviour is unacceptable. He considers following it up with a letter to him pointing out that he will ban him if this happens again. Chris keeps Frank in the picture with the actions he is taking and believes he is taking reasonable steps to protect Frank from third party harassment.

*This relates to third party harassment*