

## Bullying and Harassment Code of Conduct

The Creative UK Group is committed to eradicating bullying and harassment across our organisation and industry. We are taking action to prevent and address abuses of power and position to ensure a safer, more welcoming, and inclusive environment for all.

This guidance is intended to build on the [BFI's set of principles](#) which tackle and prevent bullying, harassment and racism in the screen industries. It should be read alongside our anti-racism statement, and equal opportunities policy and principles.

We recognise that bullying and harassment are unacceptable behaviours that affect far too many workers in the UK creative sector. Abuses often come from senior industry figures who are in powerful positions and well connected; victims can be afraid to speak out and can be shunned by the industry if they raise concerns. There is a need to rebuild trust in the sector, to provide avenues for reporting and to act when incidents are reported.

Everyone is responsible for creating and maintaining an inclusive workplace that is positive and supportive. Here at the Creative UK Group we:

- Will not tolerate bullying or harassment, including sexual harassment, within our own organisation, our network, or the wider UK Creative Industries.
- Recognise that harassment may be unlawful under the Equality Act 2010.
- Take seriously our responsibilities under the Health & Safety at Work Act 1974 and other relevant legislation.
- Will ensure that there are processes in place for the reporting and investigation of these serious issues. This will include providing adequate protection for complainants and victims.
- Recognise that reporting bullying and/or harassment can be intimidating. We respect confidentiality where possible and aim to make the process of reporting clear and straightforward. If anyone comes forward to report behaviour which might amount to bullying or harassment, we will endeavour to investigate objectively. Individuals who make complaints of bullying and/or harassment or participate in good faith in any investigation should not suffer any form of reprisal or victimisation as a result.
- Take appropriate action against perpetrators where bullying or harassment is found to have occurred
- Consider people equal without prejudice or favour. We build relationships based on mutual respect. We will all work to give and receive feedback in a constructive way, which we know will improve creativity and productivity.
- Will respect each other's dignity, regardless of the seniority of our role in the organisation.
- Will share these codes of conduct with all our staff, freelancers, contractors, volunteers, and members so that everyone knows the standard of behaviour that is expected.