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## **HARASSMENT POLICY**

This policy covers all those working in, visiting and providing services to Chambers. This policy applies to, but is not limited to, tenants, pupils, members of staff, clients and visitors to Chambers.

Chambers is committed to providing a work environment in which all individuals, whether staff, members of Chambers, pupils, clients or the public, are treated with dignity and respect. Chambers is determined to promote a work environment in which everyone is treated equally and with dignity and can flourish.

Harassment is unlawful under the Equality Act 2010 and will not be tolerated or condoned by Chambers.

Under the Equality Act 2010 harassment includes unwanted conduct related to a protected characteristic (i.e. age, disability, gender reassignment, race, religion or belief, sex and/or sexual orientation) and/or of a sexual nature which has the purpose or effect of violating that person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Harassment may take many forms including:

- Conduct which is unwanted by the recipient and perceived as hostile or threatening;
- Conduct which gives rise to a hostile or threatening work environment;
- Conduct which creates an atmosphere in which it is feared that rejection or submission will be used as a basis for decisions which have an impact on the recipient at work such as a recruitment decision.

The following are examples of types of behaviour which may amount to harassment:

- Physical or sexual assault;
- Requests for sexual favours in return for career advancement;
- Unnecessary physical contact;
- Exclusion from social networks and activities or other forms of isolation;
- Bullying;
- Compromising suggestions or invitations;
- Suggestive remarks or looks;
- Display of offensive materials, including on a computer screen;
- Tasteless jokes or verbal abuse, including any sent by email;
- Offensive remarks or ridicule;
- Dealing inappropriately or inadequately with complaints of harassment.

Managers, employees, members of Chambers, pupils and/or others temporarily in Chambers such as mini pupils have a right to complain if it occurs.

Complaints of harassment may be raised informally in the first instance with the Equality and Diversity Officers, the Head of Chambers or another senior member of Chambers who will agree an appropriate response. Formal complaints should be made under Chambers' grievance procedure.

All complaints of harassment will be dealt with seriously and promptly. Harassment is misconduct for employees and a breach of the BSB Handbook for barristers. Allegations of harassment will be dealt with under Chambers grievance procedure.

Chambers is committed to ensuring that no-one who makes an allegation of harassment in good faith should be subjected to any detriment as a result. Any victimisation of a complainant, witness or anyone else involved in the investigation of a complaint will be viewed as a disciplinary matter.

A copy of this policy is on Chambers' website and will be provided, upon request, to all those for whom Chambers constitutes a working environment, including all staff members, pupils and barristers, those who provide services to Chambers such as contract cleaners, accountants and IT consultants, and mini-pupils and work experience students.

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