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**EDSM harassment policy 2017**

All members of Middle Temple are expected to treat all those (whether members of staff or otherwise) involved or taking part in or delivering Middle Temple activities, facilities, services or events, with respect and dignity and not to subject them to harassment.

In this policy harassment means sexual harassment, harassment related to the protected characteristics of age, disability, gender reassignment, race, religion or belief, sex and sexual orientation and harassment by unfavourable treatment because of rejecting, or submitting to, unwanted conduct.

Harassment has the same meaning as in s.26 of the Equality Act 2010 and these protected characteristics have the same meanings as in ss.5, 6, 7, 9, 10, 11 and 12 of the Equality Act 2010 (and the meanings of harassment or these protected characteristics in any successor, amending or consolidating legislation).

It is the responsibility of all members to ensure that they understand the definition of harassment in section 26 of the Act and the guidance on harassment given in chapter 7 of the Equality and Human Rights Commission Employment Statutory Code of Practice and by the Bar Council (currently the guidance entitled Tackling Sexual Harassment: Information for Chambers).

Harassment can amount to misconduct.

Under Middle Temple’s By-Laws Part B8 any complaint of misconduct against a barrister member or student member of the Inn shall be considered in the first instance by Master Treasurer.

If he considers the complaint is sufficiently serious, he shall refer it to the Bar Standards Board (in the case of a barrister member) or the Inns Conduct Committee (in the case of a student member), which may result in proceedings with serious consequences.

In other cases, Master Treasurer may with the consent of the barrister member or the student member deal with the matter himself and impose sanctions including suspension from using the services of the Inn.