

Bullying & Harassment, Hate Incidents, Sexual Misconduct and Domestic Abuse

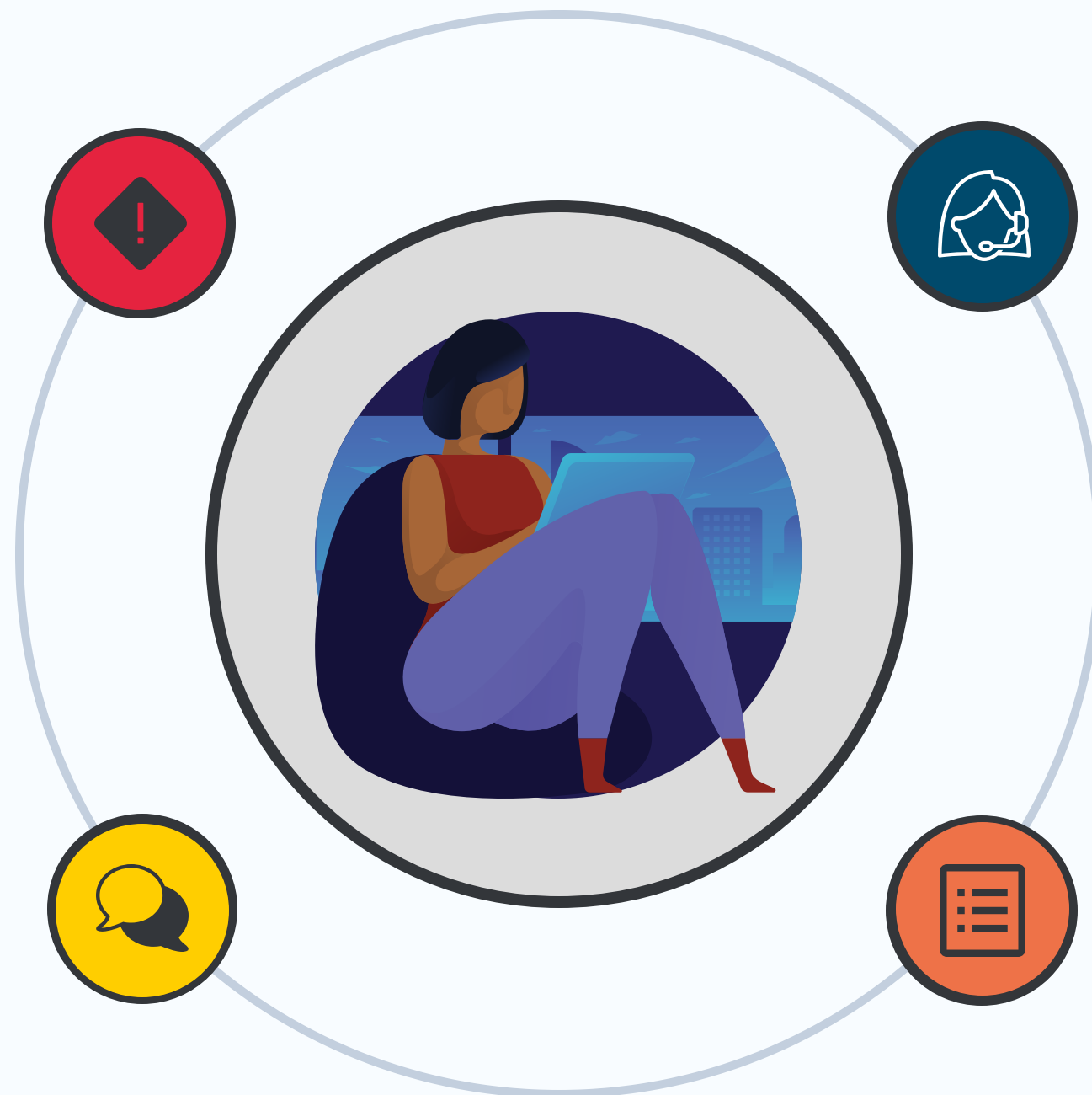
We all have mental health and at some point, life or work events may cause us to have some negative health and wellbeing issues, and the university wants to be a supportive environment. The role of the Line Manager is important in providing positive support and we wish to ensure our Line Managers know where to get support so they can signpost accordingly. A number of common health and wellbeing scenarios have been presented which aim to provide Line Managers with a pathway to help them support their team(s). The [Mental Health & Wellbeing in the Workplace Guidance for Managers](#) document is also a helpful tool for Line Managers.

Report and Support

The university takes reports of bullying and harassment, hate incidents, sexual misconduct and domestic abuse seriously. As a Line Manager you can suggest your direct report uses the [Report & Support](#) tool. This allows anyone who has experienced sexual violence, harassment, or misconduct of any kind to report or disclose incidents to the University. The direct report can tell us anonymously through Report and Support and they will receive the appropriate support. [Click here for more information](#) or email reportandsupport@napier.ac.uk to learn more about the resource.

Internal Support

The university aims to build a community where all of our colleagues are empowered to fulfil their full potential and find their own unique place in the world. Click on this [Inclusion page](#) to learn more about the Staff Networks, Chaplaincy, Equality, Diversity and Inclusion Training on offer and the work we do to adhere to Public Sector Duty.



Employee Assistance Programme

[MCL Medics](#) is the University's Employee Assistance Programme and they provide a free, confidential and independent resource to help employees balance their work, family and personal lives providing advice, information and assistance on a range of topics, including financial support and legal advice. Also provides access to a self referred counselling service allowing the employee to speak to a counsellor directly. Follow the steps on the webpage to access this resource.

Dignity at Work Policy

Our [Dignity at Work Policy](#) is the framework within which we promote equality of opportunity and will not tolerate bullying, harassment and discrimination of any kind. We will also not tolerate victimisation of a person for reporting such behaviour in good faith or supporting someone to make such a complaint. As a Line Manager you are encouraged to read the policy to understand what is unacceptable behaviours and the process for reporting incidents so you can support your direct report accordingly.

[Intranet Health & Wellbeing Home Page](#)