



Registered Charity No: 1123523

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Centenary Drama Group and CD Kids Anti-bullying Policy

(Published at AGM 2025)

Members have a right to complain (refer to Complaints Policy for process) if they are treated in a manner that they believe constitutes harassment or bullying. This will include behaviour that has caused offence, intimidation, humiliation, embarrassment or distress. Members who raise a genuine complaint under this policy will under no circumstances be subjected to any unfavourable treatment or victimisation as a result of making a complaint.

Examples of harassment or bullying would include:

- Over demanding requirements
- Sarcastic or personal remarks about Members
- Sexual, ageist, racial or disability related banter
- The display of material with sexual or racial overtones (even if not directed at the complainant)
- Unwelcome touching
- Jostling, shoving or other forms of unwanted contact and/or intimidating or threatening postures
- Practical jokes, horseplay, personal insults and name calling, public or private humiliation
- Interference with personal property and/or equipment
- Freezing out or excluding, intimidation and threats in general.

However, if it is established that a member has made a deliberately false or malicious complaint against another person about harassment or bullying, disciplinary action will be taken against that Member.

Any Member who witnesses an incident that they believe to be the harassment or bullying of another Member of the Group should report the incident in confidence to a Member of The Committee, Trustee or Production Team.