



RESPECT

Old Chesterton Allotments is somewhere everyone should feel welcome and safe. The members have created a Respect Policy to ensure that everyone is treated with **respect, dignity** and **kindness**. The full version of the policy is available on the site noticeboard and our website.



Treat others as you would like to be treated.

Everyone on site has the right to be treated with respect, dignity and kindness. If you need to raise an issue with a fellow member, please consider how you would like to receive that feedback yourself.



Ask before you act.

If something doesn't seem right, please ask the person involved before making any assumptions about what has happened. A friendly conversation is always a more productive way to resolve an issue.



Respect difference

Old Chesterton Allotments is a community of almost 300 people from many different backgrounds and walks of life. People communicate in different ways and have different views. If in doubt, refer to the Society's shared rules and policies.



Find common ground

Even though we are all different, we all have one thing in common: a love of growing! When meeting people on site, think about what brings you together, rather than what makes you different.

WHAT TO DO IN THE CASE OF AN INCIDENT

There are clear legal definitions of harassment and bullying which are set out in our Society's Respect Policy. Serious cases of harassment and bullying must be dealt with in accordance with the law.

What is harassment?

Harassment is any unwelcome comment (written or spoken) or conduct which:

- violates an individual's dignity; and/or
- creates an intimidating, hostile, degrading, humiliating or offensive environment.

What to do

If a member of the Society believes that they are being harassed or bullied, then they should consult the Society's anti-bullying and harassment policy document on the Society website and follow the guidance they will find there for dealing with the matter. In simple terms:

- **Keep a record** of the incidents and of any witnesses to the incidents in as much detail as you can
- **Keep copies** of any letters, e-mail or other correspondence relating to the incident.
- **Do not retaliate** against someone who is harassing you.
- **Let someone know** what is happening. This should ideally be a member of the Society's Committee in the first instance.



Together we can ensure the allotment site is a safe haven for all.

OLD CHESTERTON ALLOTMENT SOCIETY

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