

Sexual Harassment

Sexual Harassment Complaints Procedure

The Co-operative Party believes that our co-operative values should be reflected in our actions as well as our policies. We want all members to feel safe, welcome and respected in our Party.

The Co-operative Party takes seriously all complaints of harassment and discrimination and will not tolerate such behaviour by our members or at our events or meetings.

All complaints of inappropriate behaviour by members of the Co-operative Party including elected representatives are considered under our Membership Rules, which make it clear that members must not engage in conduct that discriminates against groups or individuals on the basis of a range of characteristics including sex. Sexual harassment is defined as a form of discrimination on the basis of sex.

What is sexual harassment?

Sexual harassment is action of a sexual nature which is not welcomed by the person suffering it. It can include, but is not limited to:

- a) Unwanted physical contact
- b) Sexual teasing or suggestive remarks
- c) Sexual assault
- d) Requests for sexual favours
- e) Sexist jokes
- f) Display of explicit or indecent images

Any dispute as to whether a member is in breach of this provision shall be determined by the Co-operative Party Disciplinary Committee (CPDC).

Any member of the Co-operative Party who wants to make a complaint about sexual harassment by another member of the Party or by a non-member at a Co-operative Party event or meeting, should contact us in confidence at safeguarding@party.coop

Where a complainant wants to proceed with a formal complaint under the Party's rules an appropriate member of staff will oversee an investigation conducted by a member of Party staff. The matter will then be referred to the National Executive Committee. The NEC may refer cases to the CPDC or consider the case themselves. In cases determined by the NEC, the members concerned shall have the right of appeal to the CPDC.



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Where we believe a criminal offence may have taken place, the complainant will be encouraged to report the incident to the Police; and the Party will provide appropriate on-going support in this process.

The procedures followed by the Disciplinary Committee are set out in in the Disciplinary Procedure.

At no point will the complainant be required to confront the respondent face to face and all details will be dealt with in the strictest confidence.

The National Executive Committee will receive regular reports on the number of complaints being made of sexual harassment.

Action

Anyone who believes themselves or another person to be at risk should contact us at safeguarding@party.coop or speak to member of staff immediately.