HARASSMENT & BULLYING POLICY

PREVENT. SPEAK UP. REPORT.

EQUITY OFFICE

UM Health & Wellness Centre
+356 2340 3988
health-wellness@um.edu.mt

UM Security
+356 2340 2803 / +356 9990 8888

UM Harassment & Bullying Advisors
um.edu.mt/services/harassmentandbullying/contactus

National Emergency Support Line
179
112

Emergency (Police, Ambulance, Fire)
kellimni.com

HERE TO SUPPORT YOU

Say NO to Bullying

WHAT IS HARASSMENT?
Any repeated, unwanted, unwelcome or uninvited behaviour. It makes you feel humiliated, intimidated or offended.

REMEMBER:
What is acceptable to one person may not be acceptable to another.

Examples of Harassment:
- Physical
- Verbal and non-verbal
- Cyber-bullying
- Mobbing

Effects of Harassment:
- Fear & anxiety
- Anger
- Helpless & vulnerable
- Depression
- Physical distress
- Low motivation & morale

WHAT IS BULLYING?
Bullying is more emotive with more emphasis on intimidation. Bullying can happen to anyone, anywhere!

Examples of Bullying:
- Invasion of privacy
- Spying
- Open aggression
- Malicious & offensive behaviour

Effects of Bullying:
- Increased stress
- Increased absenteeism
- Reduced quality & productivity
- Inability to perform duties effectively
- Increased staff turnover
- Overall tense work environment

LEGAL IMPLICATIONS
Harassment is a crime and is punishable by law (Article 251A (4) of the Criminal Code, Chapter 9 of the Laws of Malta.

REPORTING
If you think you are a victim of harassment or bullying, Speak up and Report!

UNITED NATIONS INTERNATIONAL LABOUR ORGANIZATION

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REPORTING
This policy applies to UM and Junior College (JC) staff and students. It also applies to clients of UM and JC, its sub-contractors and other third parties with whom the institutions conduct dealings with.

STEP 1
Communicate complaint to a UM Staff Member. The complaint will be redirected to Advisor and Co-Advisor.

STEP 2
Complainant is encouraged to directly request the alleged perpetrator to stop the offensive behaviour.

Possible Procedures to follow after initial complaint:
1. Informal Procedure
2. Formal Procedure
3. Decision to take no further action

This is a guide; please ensure you read the Policy and Procedure in full:

um.edu.mt/l/yEEA7