



PROVINCIAL GRAND LODGE OF HAMPSHIRE AND ISLE OF WIGHT

Provincial Anti-bullying Policy

During the Charge after Initiation, we are taught what is expected of us as both men and Freemasons. Although we strive to reach these standards, on occasions our behaviour towards others may fail to meet these requirements, either intentionally or unintentionally.

Any offensive, intimidating, malicious or insulting behavior or an abuse or misuse of power in whatever form which aims to or can be perceived to undermine, humiliate, or injure someone is unacceptable. This could relate to age, race, disability, religion, sexuality, nationality or any personal characteristic. In dealing with such matters, Province will also have regard to such Government guidance on Workplace Bullying and Harassment as is appropriate. The Province of Hampshire and Isle of Wight will not tolerate such behavior.

It would also be unacceptable if a member is treated in a negative way because they make a complaint, plan to complain or have aided another to make a complaint.

Should Brethren feel they have been treated in such a manner, if confident enough, they are encouraged to address the behavior with the individual concerned letting them know how their behavior has affected you (they may be unaware).

If you do not feel comfortable in speaking to them alone, then consider speaking to your Worshipful Master who may be able to raise the matter on your behalf.

If this course of action does not address the problem, speak to your visiting officer or area vice chairman who may be in a position to mediate if necessary and will know what further action may be required. If in any doubt as to who to speak to then please contact the Provincial Office on 02380 261555 for further advice.

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