



Psychotherapy Institute – Bullying and Harassment Policy

1. Purpose

To ensure a safe and respectful environment by preventing and addressing bullying and harassment.

2. Scope

This policy applies to all staff, trainees, and associates at the Psychotherapy Institute.

3. Definitions

Bullying includes persistent behavior that intimidates, offends, degrades or humiliates.

Harassment is any unwanted behavior that violates dignity or creates an intimidating environment.

4. Reporting and Support

Any member may report incidents to the Q&E Chair or Director.

All concerns will be taken seriously and handled confidentially.

Support is available throughout the process for all parties involved.

5. Investigation Process

Initial concerns will be assessed informally where possible. Formal investigations will follow the Initial Investigation Process document.

6. Disciplinary Outcomes

Depending on findings, outcomes may include warnings, required remedial work, or removal from the programme.