

**Devon and Cornwall Police Authority Human Resources Committee  
21 November 2007**

Open  
Report of the Chief Executive

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**Police Authority Harassment and Bullying Procedure and Policy**

**Recommended that the Police Authority Harassment and Bullying Policy and Procedure is endorsed.**

**Introduction**

1. The Police Authority's HR Advisor is gradually developing a range of policies and procedures for Police Staff Authority (directly employed).
2. The Harassment and Bullying procedure originally approved by the HR Committee (Minute HR/114 meeting of 07.04.05) has been revised to include Independent Custody Visitors as well as Police Authority staff and take account of a diversity policy audit.
3. The policy which the Committee is asked to consider endorsing is attached at Appendix 1

**Background Information**

4. Independent Custody Visitors have all been given the opportunity to comment on the policy via their Panel Meetings.
5. The policy has also been amended to reflect the findings of a Diversity Audit, which is attached at Appendix 2.

Contact for Further Information:

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