

	Anti-Harassment and Bullying Policy	RISE-AHR-10
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RISE requires all its employees to perform professionally and does not tolerate workplace harassment of any nature. RISE is committed to support a productive working relationship in which employees are treated fairly, with dignity and with respect.

At RISE, we commit to restrict all sort of sexual and other unlawful harassment which include but are not limited to:

- Unwanted sexual advances, unwanted request for sexual favours, derogatory comments, gestures and looks.
- Unwanted/unnecessary verbal or physical contact /jokes/slurs.
- Derogatory or demeaning material including printed matter, posters, cartoons, graffiti or display of sexually suggestive material
- Actual or implied threats, reprisal on or off the job to comply with a sexually oriented request.
- All the above that occurs not only in person but through email or social media.

Bullying is type of harassment involving repeated, persistent continuous behaviour that is usually associated with power imbalance where the victim is made to feel inferior. The management of RISE also commits to ensure the protection of its employees from:

- Silent treatment
- Starting or encouraging rumours, excessive or unjustified criticism.
- Withholding job related information and job-related responsibility.

At RISE, we have a robust bullying policy which states that bullying will not be tolerated in any case and those senior employees who persist in bullying their staff or their junior members would be subject to disciplinary action.

The bullied individuals have the right to discuss their problems with the management representatives, senior HR personnel and register a complaint. This policy emphasis that if a complaint is received, it will be thoroughly and timely investigated.

Syed Azam
Managing Director

