

## ANTI-SOCIAL BEHAVIOUR POLICY

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Assess Orr recognises that all employees have a right to the passive satisfaction of their employment. Equally, every employee has the responsibility not to interfere with their co-workers right to the harmony within the workplace.

We recognise that left unchallenged, anti-social behaviour can have a significant negative impact on the quality of work carried out by our employees, therefore:

- We shall make use of the powers, orders and methods available to us to deal with any identified or reported anti-social behaviour.
- We shall participate in working with our client to ensure antisocial behaviour is distinguished immediately.
- We shall place victims and witnesses at the center of our procedures.
- We shall remain committed to ensure all of our employees work is in accordance with legislation, regulations and relevant codes of practices.
- We shall periodically review the effectiveness of this policy and communicating it to all relevant personnel.
- We encourage all employees to report incidents of anti-social behaviour in the workplace in line with this policy.
- Consequences for not adhering to this policy may result in disciplinary action, including a first and final warning, counselling or dismissal depending on the circumstances.

By the use of these methods we aim to deliver a proportionate and flexible response to any anti-social behaviour.



**Mark Orr**  
**(Managing Director)**

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