

# **Bullying, Harassment and Stress**

# **Equal Opportunities Commission -v- Secretary of State for Trade and Industry**

GB harassment definition “unwelcome conduct on grounds of sex”.

EU harassment definition “unwelcome conduct related to sex”.

GB definitions must be recast to reflect EU terminology - thus “related to”.

# **Gravell -v- London Borough of Bexley EAT**

Employer's alleged policy of ignoring customers racist behaviour might amount to racial harassment of an employee – deals with Burton and Rhule and Pearce.

# **McClurg and Others -v- The Chief Constable of the RUC**

RUC stress claims – focus on foreseeability - the evidence relating to the Stress Awareness Training Programme and the video on alcohol indicated a persisting lack of commitment on the part of the Defendant to ensuring that those initiatives were supported with adequate and effective training programmes.

# **Deadman -v- Bristol City Council**

## **Court of Appeal GB**

Mr Deadman accused of sexual harassment. Council's Policy provided incidents of harassment should be dealt with sensitively and by a three person panel. Council only convened two person panel. Constituted breach of contract but not reasonably foreseeable that the breach would cause psychiatric harm.