Website message 291026

EIA Anti-Bullying and Anti-Harassment statement

Our position

EIA takes a zero-tolerance approach to bullying, harassment, discrimination and victimisation by or towards anyone who works with us. This includes jokes or comments about someone's race, nationality, language, culture, religion, sex, gender identity, sexual orientation, disability, age or any other part of who they are. In the UK, employers are required to take all reasonable steps to prevent sexual harassment, including harassment of employees by a third party .

These standards apply to everyone who works with or on behalf of EIA and to how we treat partners, stakeholders and the public. They apply wherever we represent EIA – in our offices and elsewhere, such as at meetings and events, when travelling or online. We ask our partners to uphold the same standards towards our team and others in the spaces we share.

How we put this into practice

- Training for everyone at EIA
- Communicating our standards with stakeholders
- Modelling our values and behaviours
- Acting promptly and fairly when concerns are raised.

Raising a concern

Between EIA colleagues
Follow our Harassment and Bullying Policy. Speak to your line manager, a more senior manager if the concern is about your manager or contact HR. Confidential support is also available through our employee assistance programme, Health Assured.

If you work for EIA and experience this from someone outside EIA (a third party)
Raise it with HR, or with a senior manager and copy in HR. Where necessary, action may be taken to prevent further interaction and serious incidents may be reported to the relevant authorities.

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If you are outside EIA and experience this from someone at EIA
Contact HR at hr@eia-international.org.

All concerns are handled sensitively, without fear of victimisation, and as confidentially as possible.

Find out more
Harassment and Bullying Policy
Values & Behaviour Framework

Further support
https://protect-advice.org.uk/
https://safeline.org.uk/about-us/

ends