

Site and office respect

Against bullying and harassment on site

" Each of us deserves to be able to come to work and be treated with respect from our peers"

Each of us deserves to be able to come to work and be treated with respect from our peers. Despite this, there are examples throughout field archaeology of deliberate bullying and harassment of colleagues, with it being a contributing reason for people leaving the profession.

As part of the series of BAJR guides to archaeology, Kayt Hawkins and Cat Rees have produced the BAJR guide on RESPECT- Acting against Harassment in Archaeology (available at <http://www.bair.org/BAJRGuides/44.%20Harrasment/Sexual-Harassment-in-Archaeology.pdf>). This covers the legal rights workers have to not be bullied or harassed at work, as well as the responsibilities of the supervisors, managers and employer towards this issue.

This is fully supported by CifA (<http://www.archaeologists.net/news/bair-guide-%E2%80%93-respect-acting-against-harassment-archaeology-1511370487>) who also work to highlight inequalities and target bullying within archaeology, particularly through the Equality and Diversity Group (<http://www.archaeologists.net/equality-diversity-group>).

Your employer should also have clearly defined bullying and harassment policies- if you don't have access to them, then email HR, a union rep or a manager who should send you on a copy. Don't forget that HR are there for support and advice.

Should you ever experience harassment or bullying while working in archaeology, being a union member gives you the support and advice of the wider union. Reps and case handlers will work with you to go through the complaints process, and free legal advice is always available. The company should be fully supportive of their policies; however if this doesn't happen, remember that the union are there to help.

David Connolly at BAJR has produced some small enamel pin badges designed to highlight your support for ending harassment and bullying on site and we would like to fully support this. The badges will be available from mid-January with those interested only paying P+P. Further details can be found on the BAJR Facebook group

<https://www.facebook.com/groups/BAJRarchaeology/>

