

Contrast these extracts with [my experience at KPMG in 2007, and post my resigning in Jan 08 \(*\)](#) (which, throughout, also involved human resources, in particular Jeanette Dunworth).

It is clear that this 'Dignity at work policy' was just window dressing (like [KPMG's 'Values'](#)).

(The emphasis in these extracts is mine).

(*) (KEY documents on the [KPMG page](#) (ALL contain my Comments):

- my [17.01.08](#) Grievance, and KPMG's PACK OF LIES [22.05.08](#) total rejection of it (includes my Comments) (**section 11**);
- my [03.04.08](#) Claim against KPMG in the Stratford Employment Tribunal (**section 12**) which, in its [PACK OF LIES Defence](#), it demanded that it be "*struck out*" (**section 14**);
- my transcript of my secret recording of my so-called 'performance appraisal' meetings on [09.10.07](#) and [24.10.07](#) – recordings under sections 8.1 and 9.1;...
- ...and note that KPMG knew exactly what my *actual* situation was at the time from, among other, its **previously associated firm of solicitors, McGrigors**, that looked at [121 pages of my website during March and April 2007](#) (**section 3.4**).
- my [05.08.08](#) letter to [ACAS](#), and my [02.09.08](#) letter to the Tribunal asking for the transfer of my Claim to the High Court (**section 16**).

(See also [Summary of my case](#) ; [Résumé de mon cas](#))

[KPMG's Dignity at Work Policy](#)

We recognise that individuals who are harassed or bullied may feel vulnerable and are reluctant to complain. **This policy therefore prohibits all forms of harassment and bullying** and aims to ensure fair treatment of any individual who wishes to raise a dignity at work complaint.

It is important to note that **the essential characteristic of harassment is the fact that it is unwanted by the recipient** (not the intent of the alleged harasser) and that it is for each individual to consider what behaviour is acceptable to them and what they regard as offensive.

Allegations of harassment will result in an investigation and a hearing, the results of which may lead to KPMG's disciplinary procedure being invoked, up to and including gross misconduct (which, if proved, will warrant summary dismissal). In extreme cases, perpetrators of harassment may also find themselves subject to criminal sanctions.

We all have the following responsibilities:

- To set an appropriate example by behaving in a manner consistent with [our Values](#)
- **To ensure that harassment and bullying and/or victimisation, do not occur within our departments** or on client work
- To take appropriate action where there are any incidents of harassment, bullying and/or victimisation of which we are aware or ought to be aware

- Share a responsibility to ensure that a harmonious working environment is maintained in which the dignity of all is respected
- Report any incidents of harassment, bullying and/or victimisation of which we become aware

What is harassment and bullying?

Harassment

Harassment may take many forms. It includes unwelcome physical, verbal or non-verbal conduct and unlawful victimisation or discrimination. Harassment may involve a single incident or may be persistent, and may be directed towards one or more individuals.

The following list, though not exhaustive, is indicative of the kinds of behaviour which are unacceptable:

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Unwanted verbal conduct

This includes insulting, abusive or discriminatory jokes, banter, offensive language, gossip, slander and threats.

Unwanted non-verbal conduct

This includes, but is not limited to, the circulation of notes, letters, e-mail, faxes or graffiti referring to an individual's characteristics or private life; abusive or offensive gestures; leering, whistling, intrusion by pestering, spying or stalking; the display or electronic use of literature, pictures, screensavers or films that might be found offensive.

Victimisation

This includes treating an individual less favourably than others in the same or similar circumstances, because they have made a complaint or allegation of discrimination or have acted as a witness or informant in connection with allegations of harassment or of race, gender, disability, religion or belief or sexual orientation discrimination. –

Bullying

Bullying includes offensive, intimidating, malicious, insulting or humiliating behaviour; the abuse of power or authority which attempts to undermine an individual or a group of individuals. This can include, but is not limited to, persistent criticism of an individual (as distinct from his or her work), isolation or non co-operation at work, exclusion from social activities and facial expressions (e.g. glaring).

Other conduct

This includes any conduct not covered above which denigrates, ridicules, intimidates or is physically abusive of an individual or group.

Making a complaint

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All complaints will be dealt with promptly and in strictest confidence, bearing in mind the need to investigate fully any complaint which is made. Investigations will be independent and objective, with respect for the rights of both the individual raising the complaint and the person against whom the allegations have been made.

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KPMG will seek to support the individual raising the complaint, as far as possible. [✂]

The sensitive nature of bullying, harassment and victimisation, is such that it is recognised that an individual may not wish to discuss the situation initially with their line manager or supervisor. Individuals may therefore raise the issue direct with the Human Resources Department from the very earliest stage.