

Bullying policy Sjótækni ehf

It is Sjótækni ehf, policy that employees always show their colleagues courtesy and respect in communication. Bullying and sexual harassment will not be tolerated under any circumstances, and the complicity of employees in bullying is condemned.

Harassment is defined in Regulation no. 1009/2015 as: Repetitive behavior that generally tends to cause discomfort to the person who is exposed to it, such as belittling, insulting, hurting or threatening the person concerning, causing them fear. Differences of opinion or differences due to different interests do not fall under this.

Sexual harassment is defined in the same regulation: Any kind of sexual behavior that is against the victim and has the purpose or effect of offending the respect of the person concerned, especially when the behavior leads to threatening, hostile, humiliating, humiliating or offensive situations. The behavior can be verbal, symbolic and/or physical.

It is the role of all Sjótækni ehf, employees to prevent bullying, sexual and gender-based harassment, violence and other inappropriate behavior in the workplace, and it is important that employees show empathy and be alert to such behavior. Managers must lead by example and show consideration, respect and tolerance to other employees, promote good work morale, monitor communication and deal with conflicting issues with targeted responses and seek solutions immediately.

Employees who are bullied should contact their next supervisor or trustees, or the service manager/executive director if the next supervisor is the perpetrator. All complaints must be taken seriously and dealt with as quickly as possible in a professional manner and in full confidence with the victim, who decides what happens next. The bully can expect a warning and/or dismissal if he does not stop his behavior towards the victim.

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Dagsetning



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