

Behaviour Code



Independent
Complaints
and Grievance
Scheme

Whether you are a visitor or working in Parliament at Westminster or elsewhere, there are clear guidelines in place on how you should be treated, and how you should treat others:

- **Respect** and value everyone—bullying, harassment and sexual misconduct are not tolerated
- **Recognise** your power, influence or authority and don't abuse them
- **Think** about how your behaviour affects others and strive to understand their perspective
- **Act** professionally towards others
- **Ensure** Parliament meets the highest ethical standards of integrity, courtesy and mutual respect
- **Speak up** about any unacceptable behaviour you see

Unacceptable behaviour will be dealt with seriously, independently and with effective sanctions

If you have experienced bullying, harassment or sexual misconduct, you are encouraged to report it and/or seek support by contacting the Independent Complaints and Grievance Scheme (ICGS) Helpline on:

0808 168 9281 (freephone)

Support@ICGSHelpline.org.uk