Policy on Bullying, Harassment and Safeguarding

(Version: 2026-11-09)

PhilSoc
The Philological Society

The meetings and events of the Philological Society are a place where people come together to manage the Society's business, to exchange ideas and to build intellectual and professional networks. All venues of the Society's interactions — in person or online, through email and other electronic forms of communication, or on social media, and whether formal or informal — are shared professional spaces. Anyone involved in any of these spaces should assume that all of their interactions are professional, not personal, and that their behaviour should at all times be appropriate for this setting.

The principles and policy contained in this document apply to anyone who attends the meetings of the Philological Society (in person and online), to interaction as part of formal business of the Philological Society and to any event organised by the Society. Safeguarding is the responsibility of anyone involved in our activities, and bullying and harassment by anyone, in any form, will not be tolerated.

The Philological Society expects anyone involved in its activities to show respect for others and awareness of how their own actions can be experienced by others. The members of the Philological Society form a diverse group, with a range of interests, values and opinions that deserve respect.

The Philological Society understands harassment to be unwanted conduct affecting the dignity or well-being of anyone involved in any of the Society's activities or interactions. It occurs when actions or comments are perceived as demeaning and unacceptable by the recipient. It may be related to age, gender, race, disability, religion, belief, sexuality, nationality or any personal characteristic of the individual, and may be persistent or an isolated incident, obvious or insidious, in person or online.

The Philological Society understands bullying to be offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power to undermine, humiliate, denigrate or injure the recipient.

The fact that the behaviour may not be intended to be offensive or hurtful is no defence or excuse, the Society expects anyone involved in its activities to understand what may be perceived as harassment or bullying by others and to avoid any such behaviour.

Safeguarding is about protecting children, young people or vulnerable adults, but in the context of the Philological Society safeguarding also refers more broadly to concerns about the well-being of officers, members and others who attend our meetings or events. Persons under the age of 18 will need to be accompanied by an adult at regular meetings of the Society. For events specifically for under-18s a safeguarding plan for the event will be required that follows government guidance, or applicable policies for the venue where the event is held will be adhered to.

Anyone who feels that this policy has been breached, whether they are members or have interacted with the Society in any other capacity, should follow the Society's Complaints procedure.