



## **Redeeming Our Communities (ROC) Sexual Harassment Policy**

### **1. Policy Statement**

Redeeming Our Communities (ROC) is committed to creating and maintaining a safe, respectful, and supportive environment across all our projects, including ROC Angels (Street Angels, Festival Angels, and Community Angels) and our wider ROC initiatives.

Sexual harassment in any form is unacceptable. We expect all staff, volunteers, and partners to treat one another with dignity and respect.

### **2. Definition of Sexual Harassment**

Sexual harassment is any unwelcome conduct of a sexual nature that violates a person's dignity, creates an intimidating, hostile, degrading, humiliating, or offensive environment.

This includes (but is not limited to):

- Unwanted physical contact or sexual advances
- Sexual comments, jokes, or gestures
- Sending or sharing inappropriate messages, images, or material
- Any behaviour that pressures someone into sexual activity

### **3. Scope**

This policy applies to:

- All ROC projects, including ROC Angels, ROC Mentors, ROC Cafés, ROC Conversations, and ROC Wellbeing initiatives.
- All staff, trustees, volunteers, and partners representing ROC in any capacity.

### **4. Responsibilities**

- All volunteers and staff must uphold this policy and challenge inappropriate behaviour.
- Project Coordinators and Leaders are responsible for ensuring their teams understand and follow this policy.
- ROC Leadership will take all allegations seriously and respond quickly, fairly, and confidentially.

## **5. Reporting Concerns**

Anyone who experiences or witnesses sexual harassment is encouraged to speak up. Reports will be handled sensitively and confidentially.

Primary Contact (Policy Creator & Supervisor):

Paul Blakey – [paul@streetangels.org.uk](mailto:paul@streetangels.org.uk)

Secondary Contacts:

- Matthew Green – [matthewgreen@roc.uk.com](mailto:matthewgreen@roc.uk.com)
- Rebecca Bury – [rebeccabury@roc.uk.com](mailto:rebeccabury@roc.uk.com)

If the concern involves one of the named contacts, please reach out to an alternative contact.

## **6. Response and Action**

- All reports will be taken seriously and investigated promptly.
- No one raising a concern in good faith will face victimisation or retaliation.
- Appropriate action will be taken, which may include mediation, retraining, suspension, or dismissal/removal from volunteering.

## **7. Training & Awareness**

- All volunteers (including ROC Angels and ROC Mentors) will receive training on safeguarding, respectful conduct, and how to report concerns.
- This policy will be included in all induction materials and handbooks .

## **8. Review**

This policy will be reviewed annually to ensure it remains effective and aligned with ROC's safeguarding standards.