



Anti-Bullying & Harassment Policy

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ESTI is committed to providing a respectful, inclusive, and safe learning and working environment. Bullying, harassment, and discrimination of any kind are not acceptable. All individuals involved in ESTI activities, including students, staff, faculty, contractors, and visitors, must always be treated with dignity and respect. To support this commitment, we will:

- Not tolerate discrimination on any grounds, including gender, age, disability, race, religion, sexual orientation, family status, or membership of the Traveller community
- Treat all complaints of bullying or harassment seriously and ensure they are handled fairly, promptly, and sensitively
- Take appropriate action where bullying or harassment is identified, which may include removal from training, suspension, or termination of engagement
- Recognise that bullying and harassment can have serious emotional and psychological impacts
- Encourage individuals to report concerns or incidents, whether experienced directly or witnessed
- Ensure that no individual is treated unfairly for raising a concern or supporting an investigation
- Maintain records of complaints and outcomes and use this information to improve practices and prevent recurrence

Further Information

If you have any questions, please contact ESTI for further information and support