



THE BirthBliss ACADEMY

Bullying & Harassment Policy

At The BirthBliss Academy, we believe everyone deserves to feel safe, respected, and supported, in training, in community spaces, and in all professional interactions. That means we take bullying and harassment seriously.

Whether it happens online, in person, or behind closed doors, it has no place in our community.

What We Mean by Bullying and Harassment

Bullying is any behaviour that intimidates, belittles, excludes or undermines someone repeatedly or intentionally.

Harassment is unwanted behaviour related to a protected characteristic (like race, gender, religion, age or disability) that creates a hostile or offensive environment.

These can show up as:

- Shouting, name-calling, or passive-aggressive remarks
- Spreading rumours or gossip
- Deliberately excluding someone from conversations or opportunities
- Mocking someone's accent, appearance, beliefs or identity
- Undermining or discrediting someone's work or experience
- Sending threatening or intimidating messages online or by text
- Repeated "jokes" that cause discomfort or distress
- Misusing power, position or influence to control or silence others

Even if it's not intended to cause harm, if it lands as harmful, it matters.

Our Commitment

We will:

- Respond to reports of bullying or harassment seriously and sensitively
- Offer support to anyone who raises a concern
- Create safe, respectful spaces in our courses, community groups, and events
- Set clear expectations for how we treat one another, both online and offline
- Address patterns or behaviours that don't align with our values, even if they fall into grey areas

If You Experience or Witness Bullying or Harassment

You can:

- Talk to a course facilitator or team member you trust
- Email us confidentially at kicki@birthbliss.co.uk
- Ask for a listening space, mediation or support if you don't feel safe raising it alone

You don't have to handle it on your own, we will support you.

What Happens Next

We will:

1. Listen to your experience without judgement
2. Ask what kind of support or outcome feels helpful for you
3. Follow up with those involved if needed
4. Offer mediation or resolution where appropriate
5. Take action if there's a serious or repeated breach of this policy

In all cases, we aim to work with care, clarity, and a focus on learning and repair, not shame or blame.

Being part of The BirthBliss Academy means being part of something bigger.

We're all here to grow, learn, and support others and that only works when we treat one another with respect and care.

If something doesn't feel right, we want to know, and we'll walk alongside you as we work it out.