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Conflict Resolution in Vocational Education and Training (VET)

Clip 17

Example of an Anti-Bullying/Cyberbullying Code of Conduct

Using the motto 'WE ARE A VIOLENCE-FREE COMPANY', your code of conduct could contain the following points:

We have a zero-tolerance policy against ostracising or discriminating against employees on the basis of race, gender, national origin, sexual orientation, physical or mental ability, ethnicity, religion, political or other opinion. This includes all forms of violence and harassment, including sexual harassment.

An optimal learning environment requires violence-free behaviour. In our company, we treat each other with respect. We behave fairly and respectfully towards one another both on the job and whilst using digital media (mobiles, Internet). We have a zero-tolerance policy when it comes to using or threatening to use physical and/or psychological violence (e.g. bullying, cyberbullying and the like). This relates to violence against apprentices, as well as teachers and staff.

Our company respects that images, films or recordings may neither be sent to others nor published without the express consent of the person depicted therein.

Any violation of the rules shall have immediate consequences for the apprenticeship and, if necessary, other consequences. This includes warnings, making amends (apologies, etc.) as well as terminating the apprenticeship contract. Please note that all forms of violence, which also includes (cyber) bullying, shall have legal consequences and will be reported to the police if necessary.

Disclaimer

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