

## Leicestershire County Council – Zero Tolerance Statement

Leicestershire County Council is committed to maintaining a respectful, safe, and inclusive working environment for all staff. We operate a zero tolerance approach to any form of **discrimination, harassment, victimisation, aggression, or bullying** – such behaviour is unacceptable and will not be tolerated.

We believe everyone has the right to work without fear. We ask that all individuals who interact with the council – including contractors, agency workers, volunteers, and service users – treat our staff and members with **courtesy, dignity, and respect**.

All incidents will be taken seriously and addressed promptly in line with the council's policies and procedures. Where appropriate, matters may be referred to the police.

If someone's behaviour becomes cause for concern, the council reserves the right to take appropriate action, which may include:

- **Disciplinary action** against employees
- **Review or suspension of services** for users
- **Civil or criminal prosecution**

If you have concerns or wish to report an incident involving harassment or inappropriate behaviour by or towards a member of council staff, please contact us:

- using our [online complaints form](#)
- or email anonymously: [whistleblowing@leics.gov.uk](mailto:whistleblowing@leics.gov.uk)