

Topic: Where does the line lie between bullying, harassment and robust management style?

- **Harassment**

- Legal definition - **Section 26 of the Equality Act 2010**

URL: <https://www.legislation.gov.uk/ukpga/2010/15/section/26>

- **Bullying**

- No legal definition

“Offensive, intimidating, malicious, insulting or humiliating behaviour or an abuse or misuse of power through means which undermine, humiliate, denigrate or injure the individual”

- Examples and discussions - <https://www.bullyonline.org>

- **Management Style**

- No legal definition

- Dignity at Work Bill 2001

URL: <https://publications.parliament.uk/pa/ld200102/ldbills/031/2002031.pdf>

- **Case law**

- Age related harassment case

- Employment Tribunal case: **Roberts v Cash Zone (Camberley) Ltd and another ET/2701804/2012**

- URL to pdf:

<https://static1.squarespace.com/static/578d1afacd0f68eda266c58d/t/57bd6c253e00bea28d5bffcc/1472031782473/Roberts+v+Cash+Zone.pdf>