

Delphi Harassment Definition

Exclusions are at the end of document.

The standard definition for harassment is unwanted conduct on the grounds of race, gender, sexual orientation etc. which has the purpose or effect of either violating the claimant's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. The following are some examples of specific types of harassment, but it should be noted that this policy applies to all forms of harassment.

2.1

Bullying

Bullying may be characterized as offensive, intimidating, malicious or insulting behavior, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. Examples of bullying could be:

- abuse of power or authority.
- verbal, written and/or physical intimidation e.g. threats, derisory remarks
- persistent unjustified criticism
- public humiliation.
- unwarranted exclusions

Vigorous speech and comment, academic debate and legitimate management of the performance of staff or players can be distinguished from bullying behavior. However care should be taken to ensure that neither staff nor students are made to feel intimidated.

2.2

Sexual Harassment

Sexual harassment may be homosexual or heterosexual. It may be defined as any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that creates an intimidating, hostile, degrading or offensive environment. It may include:

- physical contact
- suggestive remarks or sounds
- unwanted comments on dress and appearance
- jokes of a sexual nature
- display of sexually offensive material
- verbal threats

2.3

Racial Harassment

Racial harassment is any behavior, deliberate or otherwise pertaining to race, color, nationality - including citizenship, or ethnic or national origins, which is directed at an individual or group and which is found to be offensive or objectionable to recipients and which creates an intimidating, hostile or offensive environment. Such behavior may include:

- derogatory name calling
- insults and racist jokes
- display of racially offensive material and abusive language
- exclusion from normal workplace conversation or activities
- unfair allocation of work
- verbal threats
- physical attack
- incitement of others to commit any such acts

2.4

Harassment on Grounds of Sexual Orientation

This act of harassment is any behavior deliberate or otherwise, pertaining to sexual orientation. Homophobia is a term used to describe hatred and rejection of gays, lesbians and homosexuality. It may be directed against individuals or groups of people who are, or are thought to be lesbian, gay, bisexual or transgendered and is behavior which can be defined as unwanted conduct violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. Examples may include:

- offensive jokes
- ridicule
- verbal threats
- derogatory comments
- intrusive questioning about a person's domestic circumstances
- gossip
- physical attack
- unfair allocation of work
- exclusion from normal work place / class conversation or activities
- incitement of others to commit any such acts

2.5

Harassment on Grounds of Religion

Religious Harassment is any behavior deliberate or otherwise, pertaining to religion, religious belief or other similar philosophical belief and it is behavior which can be defined as unwanted conduct violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. Examples can include:

- offensive jokes
- ridicule
- display of offensive material

2.6

Harassment on the Grounds of Disability

Harassment may be based on the fact that a person has a physical or mental impairment, learning difficulty or disfigurement. This can include:

- offensive or patronizing language
- offensive or patronizing action or behavior
- jokes or inappropriate comments

What we allow:

Factions and Towns are allowed to call out players that they would like killed. This has been allowed on Delphi for many years.

Factions and Towns may claim land that is close to other Towns or Factions

Factions and Towns may declare enemies. This is apart of the core Towny and Faction plugin.

Players may kill others. This is a core Minecraft feature and is not bullying.

*Action MAY be taken on Spawn Killings. Players have access to block PVP in their homes.