



THE **BirthBliss**
DOULA ACADEMY

Bullying & Harassment Policy

At The BirthBliss Doula Academy, everyone has the right to feel safe, respected and supported within our training, community spaces and professional interactions.

Bullying and harassment undermine trust and wellbeing. They have no place in BirthBliss spaces, whether they occur online, in person, or in private communication.

This policy explains what we mean by bullying and harassment, what behaviour is expected, and how concerns will be handled.

What we mean by bullying and harassment

Bullying is behaviour that intimidates, belittles, excludes or undermines another person, whether repeatedly or through a misuse of power or influence.

Harassment is unwanted behaviour related to a protected characteristic or protected belief, including sex, gender identity, gender-critical belief, race, religion or belief, age or disability, that creates an intimidating, hostile or offensive environment.

These behaviours may include, but are not limited to:

- shouting, name-calling or persistent passive-aggressive remarks
- spreading rumours or gossip
- deliberately excluding someone from conversations or opportunities
- mocking or dismissing someone's appearance, accent, beliefs, identity or lived experience
- undermining or discrediting someone's work or contribution
- sending intimidating, threatening or persistent messages online or by text
- repeated "jokes" that cause discomfort or distress
- misusing power, position or influence to control, silence or pressure others

Impact matters. Even when harm is not intended, behaviour that causes harm will be taken seriously.

Our commitment

We commit to:

- setting clear expectations for respectful behaviour across all BirthBliss spaces
- responding to concerns with care, fairness and proportion
- offering support to those who raise concerns
- addressing patterns of behaviour that do not align with our values, including those that fall into grey areas
- prioritising learning, repair and safety over blame or public shaming

If you experience or witness bullying or harassment

If something doesn't feel right, you are encouraged to raise it.

You may choose to:

- speak with 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 raising the concern alone feels difficult

You do not have to manage this by yourself.

What happens next

When a concern is raised, we will:

1. listen carefully and without judgement
2. seek to understand what support or outcome feels helpful
3. consider next steps proportionately and fairly
4. offer mediation or facilitated conversation where appropriate
5. take action if there is a serious or repeated breach of this policy

The BirthBliss Doula Academy does not act as a regulatory body. Our responsibility is to the safety, integrity and tone of our own learning and community spaces.

Scope of this policy

This policy applies to conduct within The BirthBliss Doula Academy courses, programmes, events and community spaces, whether online or in person.

It does not extend to investigating or adjudicating disputes that take place outside of The BirthBliss Doula Academy contexts.

Our wider commitment

Being part of The BirthBliss Doula Academy means being part of a shared learning community.

We recognise that people hold a wide range of protected beliefs, including gender-critical beliefs. Holding a belief does not remove the responsibility to behave with respect, care and professionalism towards others.

We believe people can disagree without causing harm, and that accountability and compassion can exist together.

If something feels uncomfortable or concerning, we want to know. We will listen, and we will respond with care.