



# **NATIONAL RIFLE ASSOCIATION**

## **BULLYING AND HARASSMENT POLICY**

Adopted by Council on 13 December 2025

## 1. Introduction and scope

1.1 The National Rifle Association (“**NRA**”) is committed to ensuring that all individuals involved in, or affected by, its activities are treated with dignity, respect and fairness. The NRA aims to provide an environment that is safe, inclusive and free from bullying, harassment, discrimination and victimisation. This policy applies to any form of bullying or harassment that occurs:

1.1.1 on any NRA property; and

1.1.2 outside of NRA property in any context where any event or activity is being organised with the support and approval, and under the rules, of the NRA and, in particular, the NRA Handbook, and where NRA members or members of Affiliated Bodies (as defined below) compete in events organised by any other body at any place, including any travel required to and from such places<sup>1</sup>.

1.2 This policy applies to:

1.2.1 any club, association, or other body affiliated to or under the control or direction of the NRA (“**Affiliated Body**”) and any member, trustee, director, manager, chairman, secretary, committee member or other officer of that Affiliated Body and any person purporting to act in any such capacity<sup>2</sup>;

1.2.2 any person who holds an NRA membership card, Shooter Certification Card, Range Conducting Officer card, Ranger Safety Officer card and any other card or credential issued to that person by the NRA (“**Credential**”), or any person purporting to hold such a Credential;

1.2.3 any person at any event at any place conducted with the support and approval, and under the rules, of the NRA and, in particular, the NRA Handbook; and

1.2.4 volunteers, contractors, consultants, agency staff and any other non-employees acting on behalf of or under the authority of the NRA.

1.3 This policy does not apply to employees, as the Employee Handbook sets out a separate Bullying and Harassment Policy for employees. However, all staff (including agency workers, apprentices, contractors, consultants and volunteers)

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<sup>1</sup> Please note, in this regard, that the exclusion contained in clause 1.4.5 of the Complaints Procedure does not apply to allegations of bullying and/or harassment at competitions organised by the NRA.

<sup>2</sup> Please note, in this regard, that the exclusion contained in clause 1.4.3 of the Complaints Procedure does not apply to allegations of bullying and/or harassment about Affiliated Bodies if you are dissatisfied with any action(s) an Affiliated Body has or has not taken in relation to an allegation you have made of bullying and/or harassment.

must be familiar with this policy when acting in any NRA-related capacity. This policy, and the Employee Handbook more generally, should be referred to if employees experience or wish to report any incident of bullying or harassment. Where concerns involve both employees and non-employees, the NRA will determine the appropriate process to ensure the matter is handled fairly, transparently and in line with its duties as an employer and as a charity.

1.4 This policy is available on the NRA website. Everyone covered by this policy has a personal responsibility to uphold the standards of behaviour expected by the NRA, to treat others with dignity and respect, and to challenge or report behaviour that may amount to bullying or harassment.

1.5 This policy should be read alongside the NRA Handbook; Complaints Procedure; Disciplinary Code, Safeguarding Policy (where relevant), Equality Policy and the Whistleblowing Policy

## **2. What is harassment?**

2.1 The NRA's policy is that the harassment of any person is unacceptable. The NRA is committed to providing an environment that is respectful, inclusive and free from harassment, sexual harassment, discrimination, victimisation or any behaviour that undermines personal dignity.

2.2 Harassment may take many forms (including bullying), can occur on a range of grounds and may be directed at one person or multiple people. A person may experience harassment even if the behaviour is not directed at them but creates an offensive or hostile environment.

2.3 Harassment involves subjecting an individual to unwanted conduct which has the purpose or effect of:

2.3.1 violating their dignity; or

2.3.2 creating an intimidating, hostile, degrading, humiliating or offensive environment for them .

2.1 Sexual harassment is unwanted conduct of a sexual nature which has the purpose or effect described in paragraph 2.3 above. Anyone of any gender may experience sexual harassment.

2.2 A person will also commit harassment if they (or another person) engage in unwanted behaviour (whether of a sexual nature or otherwise) which has the purpose or effect described in paragraph 2.3 above, and the individual subjected to that behaviour is treated less favourably because they have rejected or submitted to it.

- 2.3 Harassment may arise from repeated behaviour or from a single serious incident.
- 2.4 Harassment is determined by the impact of the behaviour, not the intention of the person engaging in it. Behaviour intended as “banter” or a joke may still amount to harassment if it has the effect described in paragraph 2.3.
- 2.5 Harassment or bullying may be unlawful and is unacceptable, whether intentional or not. Harassment can occur regardless of intent; it is the impact of the behaviour on the individual that determines whether it amounts to harassment, not whether the person engaging in the behaviour intended to cause offence.
- 2.6 Harassment may relate to (but is not limited to):
- 2.6.1 age;
  - 2.6.2 disability (past or present or perceived);
  - 2.6.3 gender reassignment;
  - 2.6.4 race, colour, nationality, ethnic or national origins;
  - 2.6.5 religion or belief;
  - 2.6.6 sex;
  - 2.6.7 sexual orientation;
  - 2.6.8 power imbalance or hierarchy;
  - 2.6.9 willingness to challenge inappropriate behaviour (victimisation).
- 2.7 The phrase 'relate to' is very wide and therefore covers:
- 2.7.1 harassment based on a perception of another person, for example that the person is gay, or is disabled, whether or not this perception is correct and even if the perpetrator knows that their perception is, in fact, wrong; and
  - 2.7.2 harassment that occurs because someone is associated with another person, for example, someone who is harassed because they care for a disabled person, or who is harassed because they are friends with a transgender person, or a white competitor who sees a black competitor being subjected to racially abusive language which also causes an offensive environment for them.
- 2.8 Examples of harassment include (but are not limited to):
- 2.8.1 unwanted physical contact;
  - 2.8.2 offensive ‘jokes’, ‘banter’, mimicry or comments;

- 2.8.3 intimidating behaviour, shouting or verbal abuse;
- 2.8.4 gossip, slander or spreading rumours;
- 2.8.5 offensive or discriminatory messages (including online, email or social media)
- 2.8.6 displaying offensive material, symbols, images or gestures;
- 2.8.7 exclusion, isolation or deliberate non-cooperation;
- 2.8.8 coercion for sexual favours or sexually suggestive remarks;
- 2.8.9 pressure to participate in political/religious groups;
- 2.8.10 intrusion by pestering, spying and stalking;
- 2.8.11 persistent requests for social contact after it has been made clear that such suggestions are not welcome; and
- 2.8.12 verbal, non-verbal or physical conduct of a sexual nature.

2.9 Harassment is unlawful in many cases and individuals may be held personally liable for their actions. Some forms of harassment may also amount to a criminal offence. The NRA may report criminal conduct to the relevant authorities where appropriate.

### **3. What is bullying?**

- 3.1 The NRA's policy is that bullying of any person is unacceptable. The NRA is committed to ensuring that all individuals are treated with dignity and respect and that behaviour which undermines confidence, self-esteem or wellbeing is not tolerated.
- 3.2 Bullying may be defined as unwanted behaviour, whether verbal, non-verbal, written or physical, which makes someone feel intimidated, degraded, humiliated, undermined or offended. Bullying may be carried out by an individual or a group.
- 3.3 Behaviour that is considered firm coaching by one person may be considered bullying by another. Most people will agree on extreme cases of bullying and harassment but it is sometimes the 'grey' areas that cause the most problems. The NRA considers that unacceptable behaviour includes (this is not an exhaustive list):
  - 3.3.1 spreading false rumours, or insulting someone (particularly because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, or sexual orientation);
  - 3.3.2 belittling, humiliating or putting someone down in front of others;

- 3.3.3 sharing critical or derogatory comments about someone with individuals who do not need to know;
- 3.3.4 ridiculing or demeaning someone, picking on them or setting them up to fail;
- 3.3.5 deliberately excluding someone from communication, activity or information without good reason;
- 3.3.6 excluding someone from social events in a way that isolates them or marginalises them;
- 3.3.7 unfair or unequal treatment, e.g. not allowing one member the same access or opportunity on the firing range as another without valid reason;
- 3.3.8 overbearing, intimidating, or inappropriate supervision, misuse of authority, or abuse of a position of power;
- 3.3.9 'upward bullying', e.g. a more junior member undermining or disrespecting someone in a position of responsibility, spreading rumours about them or attempting to make them appear incompetent.
- 3.3.10 Cyberbullying, including sending hostile, intimidating or disrespectful messages or content via email, social media, or other digital platforms.
- 3.4 Legitimate, reasonable and constructive feedback, guidance or performance management, or reasonable instructions given by someone with the appropriate authority, do not of themselves constitute bullying.

#### **4. How do I complain?**

- 4.1 Complaints of harassment and/or bullying must be made under the NRA's Complaints Procedure.
- 4.2 The NRA takes all allegations of harassment and bullying seriously. A breach of this policy constitutes a breach of Section 22, Paragraph 73 of the NRA Handbook and may be dealt with by the NRA under the Disciplinary Code. Any person subject to the Disciplinary Code found to be in breach of this policy will be liable to disciplinary action thereunder, which could result in sanctions including a fine and/or expulsion from NRA membership.
- 4.3 For individuals to whom the Disciplinary Code does not apply, a breach of this policy may result in:
  - 4.3.1 exclusion from Bisley Camp; and/or
  - 4.3.2 exclusion from competition or participation in any event conducted with the support and approval of the NRA or under the rules of the NRA Handbook.

exclusion may be temporary or permanent, as determined jointly by the Secretary General and the Chairman of the Disciplinary Body

- 4.4 Anyone who feels they have been subject to harassment and/or bullying should not hesitate in using the Complaints Procedure. No one will suffer detriment or victimisation for raising a genuine concern in good faith. Retaliation against an individual who raises a complaint of harassment and/or bullying is prohibited and will itself be treated as a breach of this policy.
- 4.5 The Complaints Manager can provide confidential support and advice to anyone who believes they have experienced harassment and/or bullying. They can help assess whether informal resolution or formal action under the Complaints Procedure is appropriate. Individuals who are unsure whether an incident constitutes bullying or harassment are encouraged to seek confidential guidance from the Complaints Manager in the first instance.
- 4.6 If the behaviour raises safeguarding concerns involving a child or adult at risk, the matter will be referred to the NRA Safeguarding Lead and handled in accordance with the Safeguarding Policy.

## **5. Review**

- 5.1 This policy will be reviewed regularly and updated where necessary in light of changes in legislation, Charity Commission guidance, best practice, or learning arising from complaints, investigations or incidents relating to bullying or harassment.
- 5.2 Where bullying or harassment results in, or presents a significant risk of, harm to individuals, or could have a serious detrimental impact on the reputation or operations of the NRA, the matter may need to be reported to the Charity Commission as a serious incident.

## **6. Resources and Publication of Whistleblowing Policy:**

### **6.1 Related NRA policies:**

- 6.1.1 NRA Employee Handbook
- 6.1.2 NRA Handbook
- 6.1.3 NRA Complaints Procedure
- 6.1.4 NRA Disciplinary Code
- 6.1.5 NRA Safeguarding Policy
- 6.1.6 NRA Equality Policy

6.1.7 NRA Whistleblowing Policy

6.1.8 NRA Social Media and Communications Policy (pending)

**6.2 Publication of this Policy**

6.2.1 The NRA will ensure that this policy is at all times publicly accessible on its website.

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