

# Behaviour Code

**Whether you are a visitor or working in Parliament at Westminster or elsewhere, there are clear guidelines in place on how you should be treated, and how you should treat others:**

**Respect and value everyone – bullying, harassment and sexual misconduct are not tolerated**

If you have experienced bullying, harassment or sexual misconduct, you are encouraged to report it and/or seek support by contacting the Independent Complaints and Grievance Scheme (ICGS) Helpline on:

0808 168 9281 (*freephone*)  
Support@ICGShelpline.org.uk

**Recognise your power, influence or authority and don't abuse them**

**Think about how your behaviour affects others and strive to understand their perspective**

**Act professionally towards others**

**Ensure Parliament meets the highest ethical standards of integrity, courtesy and mutual respect**

**Speak up about any unacceptable behaviour you see**

**Unacceptable behaviour will be dealt with seriously, independently and with effective sanctions**