Tier Iwo Significant Incident

Check

No criminal behaviour alleged**

Is the impact on those making the accusation and/or bystanders moderate to severe? ie a high level of distress or upset which may have led to injury, a panic or anxiety response

Is the response of the perpetrator to suggested interventions positive or generally neutral?

Was it part of a pattern of behaviour experienced or witnessed by other colleagues?

Outcome

A short time away from work might be required to recover from the incident

Possible there was an intent to cause harm. The accused accepts the interventions and commits not to repeat the behaviour

Other incidents or patterns may be visible on social media, comments by colleagues etc.

The risk of repeat appears moderate

Possible Actions

Formal investigation

Formal mediation

Formal disciplinary warning

Compulsory training