



UNIVERSITY COLLEGE
OF ESTATE MANAGEMENT

Vulnerability to Bullying and Harassment

It is important to be aware of the different factors which might make an individual more vulnerable to experiencing bullying and/or harassment, or to engaging in bullying or harassing behaviours. These might include (but are not limited to):

- Disability
- Additional learning need
- Age
- Gender reassignment
- Sexuality
- Race
- Religion
- Nationality
- Pregnancy/maternity
- Sex
- Other protected characteristics
- Socio-economic background
- Having English as an additional language