



# Unacceptable Behaviour Policy

## July 2025

**Owner: Customer Experience Manager**

Version no.	Purpose / Changes	Approval Date	Approved by	Suggested review date
<b>V40</b>	<b>Health check</b>	<b>09/07/2025</b>	<b>Leadership team</b>	<b>2028/2029</b>
V3.0	Health check	17/01/2022	Community Voice	March 2025
V2.0	Health check	09/11/2018	Heads of Service	November 2021
V1.0	New policy	13/07/2015	Community Voice	July 2018

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## **1. Our policy is...**

- 1.1 To deal fairly, honestly, consistently and appropriately with all tenants and customers, including those whose actions we consider unacceptable. We believe that everyone who approaches us has the right to be heard, understood and respected and that anyone who works for or on behalf of Ongo (our colleagues) have the same rights.
- 1.2 To provide services that are accessible to all tenants and customers. However, we retain the right, where we consider any individual's actions to be unacceptable, to restrict or change such access.

## **2. It applies to...**

- 2.1 This policy applies to everyone employed by the Ongo Group, including those employed by Ongo Heating and Plumbing (trading as Hales and Coultas), Ongo Roofing (trading as Ashbridge Roofing Solutions), Ongo Recruitment and anyone carrying out work on our behalf.
- 2.2 All tenants and customers of the Ongo group. The term customer includes individuals acting on behalf of a tenant or customer or anyone who contacts someone who works for or on behalf of Ongo in connection with a complaint.

## **3. Because we want to...**

- 3.1 The aims of this policy are to:
  - Set out our approach to manage situations where an individual's actions or behaviour is considered unacceptable
  - Make clear what we consider to be unacceptable behaviour and what action we may take
  - Ensure that tenants, customers or our colleagues do not suffer any disadvantage from individuals who act in an unacceptable manner

## **4. We will...**

### **4.1 What we consider to be unacceptable actions**

- 4.1.1 People may act out of character in times of trouble or distress. For example, there may have been upsetting or distressing circumstances leading up to a complaint. We do not view behaviour as unacceptable just because someone is challenging or determined. In fact, we accept that being persistent can, sometimes, be a positive advantage when pursuing a complaint.
- 4.1.2 The actions of individuals who are angry, unreasonably demanding, and or unreasonably persistent may result in unreasonable demands on, or unacceptable behaviour towards colleagues. It is these actions that we consider unacceptable and aim to manage under this policy.
- 4.1.3 We have grouped these actions under three broad headings:

### **Aggressive, slanderous or abusive behaviour**

- Violence is not restricted to acts of aggression that may result in physical harm. It also includes behaviour or language (whether verbal or written (including via social media platforms) that may cause colleagues to feel targeted, afraid, threatened, or abused
- Examples of behaviours grouped under this heading include threats, physical violence, personal verbal abuse (including racial or other discriminatory language), derogatory remarks, and rudeness
- We expect colleagues to be treated courteously and with respect. We have zero tolerance when it comes to violence or abuse towards anyone who works for or on behalf of Ongo. Tenants and customers may feel angry if they have cause to complain, for example, but it is unacceptable for this to escalate into aggression directed towards our colleagues

### **Unreasonable demands**

- Tenants and customers may make what we consider unreasonable demands on us through the amount of information they seek or provide, the nature and scale of service they expect, or the number of approaches they make. What amounts to unreasonable demands will always depend on the circumstances surrounding the behaviour and the seriousness of the issues raised by the individual
- Examples of actions grouped under this heading include demanding responses within an unreasonable timescale; insisting on seeing or speaking to someone specific (and only them), continual phone calls, emails, letters, or use of social media; repeatedly changing the substance of a complaint or raising unrelated concerns
- We consider these demands as unacceptable and unreasonable if they start to impact substantially on our work, such as taking up an excessive amount of our time to the disadvantage of other tenants, customers or functions.

### **Unreasonable persistence**

- We recognise that some people will not or cannot accept that we are unable to assist them further or provide a level of service other than that provided already. Tenants and customers may persist in disagreeing with and/or challenging the action or decision taken or contact us persistently about the same issue
- Examples of actions grouped under this heading include persistent refusal to accept a decision made in relation to a complaint, persistent refusal to accept explanations relating to what we can or cannot do, and continuing to pursue a complaint without presenting any new information. We will always advise customers on how to escalate complaints through the appropriate channels.
- An overload of letters, emails, calls or contacts via social media (this could include the frequency of contact and length of telephone calls ) would also be an example of unreasonable persistence

## **4.2 Managing unacceptable actions by customers**

- 4.2.1 How we manage instances of unacceptable behaviour depends on the nature and extent. The circumstances of the individual will always be taken into consideration. We will always be fair and reasonable and consider the Equality Act within our decisions.
- 4.2.2 We will always try and reach a voluntary (informal) arrangement before taking any formal action. This would be by asking the tenant or customer to adjust their behaviour during the contact or asking if there are any family, friends or third-party advocates that can act on their behalf to improve the situation. We will always seek voluntary resolutions and, where appropriate, issue a written warning before any formal action is taken.
- 4.2.3 If a person's behaviour adversely affects our ability to do our work and provide a service to others, we may restrict their contact with us to manage this. We may restrict contact in person, by telephone, letter or electronically or by any combination of these, but we will try to maintain at least one form of contact.
- 4.2.4 In extreme situations, such as the threat or use of physical violence, verbal abuse, or harassment towards colleagues, we may:
- a. Restrict contact with us to either written communication or through a third party. In this case, we will tell the individual in writing that their name is on a 'no personal contact' list
  - b. In the case of Ongo Homes tenants, take appropriate action for breach of tenancy and pursue any legal remedies that can be taken in the civil courts under the Anti-Social Behaviour Crime and Police Act 2014
  - c. Report incidents to the Police if physical violence is used or threatened
- 4.2.5 We may not deal with correspondence or other forms of communication which is abusive to colleagues or that contains allegations that lack substantive evidence. If it does not stop, we may cease to respond and may require future contact to be through a third party. We will always maintain our statutory and regulatory obligations as a landlord.
- 4.2.6 Colleagues have the right to make the decision to end interactions (telephone calls, digital interactions or face to face meetings) if the tenant or customer is considered aggressive, abusive, or offensive.
- 4.2.7 When someone repeatedly makes contact with us, over the phone, digitally or in person visiting the office without an appointment, sends false, irrelevant or duplicate documents, or raises the same issues already considered, we may decide to put arrangements in place to effectively manage the situation. We will take action that we consider appropriate. We will always explain what action we are taking and why. We may:
- Only liaise with the individual at set times on set days, or put an arrangement in place for only one Ongo colleague to deal with calls, digital interactions or any other correspondence from the individual in the future

- Require the person to make an appointment to see a named individual before visiting the office, or that they only contact us digitally or in writing
- Return the documents to the person or, in extreme cases, advise them that further irrelevant documents will be destroyed
- Block individuals on our social media platforms
- Take other action that we deem appropriate depending on the circumstances

4.2.8 When an individual continues to correspond on a wide range of issues, and is considered excessive, we will only consider those deemed as relevant and ask them to limit or focus their requests accordingly.

4.2.9 Actions may be considered unreasonably persistent if all internal and external review mechanisms have been exhausted and the tenant or customer continues to dispute our or any Ombudsman's decision made in relation to a complaint. We will tell the tenant or customer those future interactions, either over the phone or digitally, will not be accepted and interviews will not be granted concerning that complaint. If the individual insists on contacting us about the same issue, their communication will be read and filed but only acknowledged or responded to if it provides significant new information relating to the complaint.

4.2.10 We will support colleagues to ensure they feel they can report any threats through our health and safety reporting system. The reports will be investigated and appropriate actions will be taken. We encourage our people to discuss with their team leaders and appropriate support will be given depending on the circumstances and the individual needs.

#### 4.3 **Deciding to restrict customer contact**

4.3.1 Anyone who directly experiences aggressive or abusive behaviour from a tenant or customer when a complaint is still under consideration has the authority to deal immediately with that behaviour in a manner they consider appropriate to the situation and in line with this policy.

4.3.2 Except for such immediate decisions taken at the time of an incident, decisions to restrict contact with us are only taken after careful consideration of the situation by the Head of Customer Experience. Wherever possible, we will give the individual the opportunity to modify their behaviour or action before this decision is taken. Tenants and customers will receive written confirmation of any decisions taken to restrict future contact, the restricted contact arrangements and, if relevant, the length of time that these restrictions will be in place.

4.3.3 A tenant or customer can appeal a decision to restrict contact. The Customer Service Director will consider the appeal. They will confirm in writing either that the restricted contact arrangements still apply or that a different course of action has been adopted.

- 4.3.4 As a duty of care we will always maintain one form of contact to enable to customer to be able to still reports matters to us.

## **5. Making sure we do what we say...**

- 5.1 We record all incidents of unacceptable actions by tenants or customers.
- 5.2 A decision to restrict contact may be reconsidered if the individual demonstrates a more acceptable behaviour. A Director (or their nominated deputy) will review the status of all cases where there are restricted contact arrangements at least every six months or on the prompt of the Head of Customer Experience.

## **6. Other things to bear in mind...**

- 6.1 Our policies on complaints, anti-social behaviour and vulnerable people, data protection and equality, diversity and inclusion.

## **7. We'll look at this again...**

- 7.1 In three years' time or sooner if anything changes.