

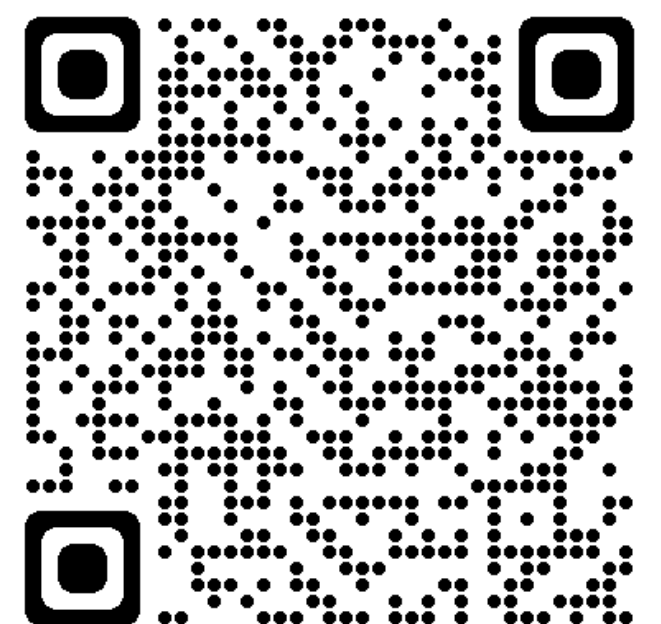
Bullying, Harassment, Discrimination and Victimization (BHDV) in Aviation

One-off or repeated instances of BHDV can have a deleterious effect on individual performance, mental health, stress and company culture, and these in themselves can have second-order safety implications.



In conjunction with the CAA, CHIRP has implemented a BHDV reporting portal that will log received reports and associated information within the CHIRP confidential database. Reports can be submitted using the CHIRP online reporting portal at www.chirp.co.uk

Although CHIRP has no specific expertise or resources to investigate BHDV reports, when a BHDV report that has an impact on safety is received, CHIRP's role is to anonymously aggregate the data with other associated reports to build a picture of the prevalence of BHDV in the aviation sector, the human factor and safety impacts this may have, and explore improvements that might be made. As part of this, CHIRP will provide the CAA with disidentified, aggregated BHDV statistics and information on a regular basis but only CHIRP staff will have access to report details, there is no connectivity to CAA systems.



See our BHDV page at www.chirp.co.uk for further information.



CHIRP

Confidential Human Factors Incident Reporting Programme