

Date	Country	Geographic Location	Size of Operation	Description	Action	CCTV Footage
2018	Scotland		Small	Harassment and intimidation of OV and Vet Manager during meeting, including attempt to physically intervene to prevent manager speaking.	Formal letter issued	No
2018	Scotland		Small	Harassment, intimidation and physical intervention OV including FBO grabbing phone from OV	Referral for investigation & formal letter issued	No
2019	Scotland		Medium	FBO accused vet manager on several occasions to vet manager that they were being obstructive and abusive language was used	No action taken	No
2019	Scotland		Medium	FBO shouted aggressively at vet manager in carpark when challenged about additional meeting attendees	No action taken	No
2019	Scotland		Small	OV reported persistent "pranking" of them and resulting in bullying and harassment over decisions made by OV	Verbal reminder issued	No
2020	Scotland		Large	OV reports over-bearing and persistent harassment	Formal letter issued	Yes