



Dignity in the Workplace Charter

DDLETB and Deansrath Community College are committed to implementing and promoting measures to protect the dignity of staff and to encourage respect for others at work. This is achieved by creating a work environment free from harassment, sexual harassment, bullying, racism and disrespectful behaviour, by dealing effectively with any complaints of such conduct, and also by welcoming diversity and promoting employment equality.

This Dignity in the Workplace Charter is underpinned by the following principles.

- All who work in this Deansrath Community College are expected to respect the right of each individual to dignity in their working life
- All will be treated and respected for their individuality and diversity
- Bullying or Harassment in any form is not acceptable and will not be tolerated in this workplace
- All individuals whether employed or contracted here have a duty to uphold this dignity at work charter
- Our workplace policies and procedures will underpin the principles and objectives of this charter, which will be regularly reviewed

This Charter is applicable to all members of staff at Deansrath Community College, who are obliged to be aware of the effect their own behaviour may have on others. It extends to work related events such as in-service, conferences and social events. It is also applicable to all service providers, contractors and suppliers of Deansrath Community College.

Please report any breaches of this Dignity in The Workplace Charter to the Management Authorities of Deansrath Community College or to the Human Resources Department of DDLETB.

Aile O'Neill

Date: 18/2/2022

Chairperson, Board of Management

P.P. KEN FARRELL