

DIAMOND AMBASODORS DEVELOPMENT INNITIATIVE (DADI)

Dignity and Respect Policy

DADI (the organisation) is committed to implementing polices and processes designed to promote Dignity and respect in its service delivery and employment practices and to rejecting unlawful and unfair discrimination of any nature.

All partners/members and stake holders of DADI have shared and equal responsibility for ensuring that their day-to-day working or engagement practices and relationships with colleagues and clients reflect the organisations commitment to non-discrimination.

The organisation has identified the key elements of this policy as Harassment, Bullying and Victimisation.

Definitions

Harassment is not defined in the Constitution of the Republic of Uganda 1995, as amended to 2018, but can be described as unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. The relevant protected characteristics are listed below:

- Age
- Disability
- Gender
- Pregnancy
- Race
- Religion or belief
- Or because the person has made a disclosure in the public interest ('whistle-blower')

Bullying is not defined by law, however it is a form of harassment and shares many of the characteristics with harassment although not necessarily equality related. Bullying can be defined as offensive unwanted behaviour which violates an individual's dignity or creates an intimidating, hostile, degrading, threatening or offensive environment. Bullying can be carried out by an individual or group of people and can involve the abuse of authority. Some examples of bullying are included below but the list is not exhaustive:

- Personal insults and name calling.
- Public humiliations, put downs or ridiculing.
- Covert features of bullying can occur and include things like unreasonable and persistent blocking of leave, training or promotion.
- Constant unfounded criticism of the performance or work tasks.
- Spreading of malicious rumours.

Victimisation is treating someone unfavourably (to their disadvantage or detriment) because they have done a 'protected act' (or because you believe that a person has done or is going to do a protected act), for example:

- Bringing proceedings under the Equality Act, 1995 as amended 2018.
- Giving evidence or information in connection with proceedings brought under the Equality Act.
- Making an allegation (whether or not express) that another person has done something in breach of the Equality Act.
- Making or seeking a relevant pay disclosure to or from a colleague (including a former colleague)
- Made an allegation against another person that they have harassed them.

Harassment, bullying or victimisation (discrimination of any kind) within the organisation will not be tolerated.

Complaints

All staff, members and stake holders have the right to bring a complaint to the organisation about bullying, harassment or victimisation, should it occur in the organisation.

Where anyone make a complaint in good faith, the matter will be dealt with in accordance with this policy and procedure and those bringing the complaint will not be subject to a detriment as a result. Should anyone of the above mention be concerned that they will suffer a detriment they should raise this to a board director or their line Manager

All information in respect of making a complaint will be treated in strict confidence. These discussions will remain confidential and will not normally be taken further without the complainants express permission unless the circumstances mean that the organisation has a legal responsibility to act. All individuals involved in such complaints are required to maintain confidentiality. Failure to do so is likely to constitute misconduct under the appropriate disciplinary procedure.

The Policy is based on the principles of sound people management and ethical behaviour and underpins the organisation's Equal Opportunities Policy.

Shiela Nakiranda, Director
Date Signed: January 2023