



**Passionate
about
possibilities.**

DIAL Barnsley Zero Tolerance Statement

At DIAL we believe all our staff, volunteers and trustees have the right to work in an environment free from all prejudice and abuse. We consider all forms of diversity a positive and enriching experience to be celebrated. We are therefore committed to a strict zero tolerance policy on any discrimination, harassment or bullying regarding sexual conduct, race, sex, disability, gender, age, sexual orientation, beliefs, and socio-economic background.

We actively uphold the right of every individual and group within our community to be treated with dignity and respect. We believe that everyone should be treated equitably. This means that we fully support and encourage anyone who is experiencing/has experienced, or has witnessed, any form of discrimination, harassment or bullying to come forward and tell us and to receive support and advice; no act is considered too small to be addressed.

We take all such allegations seriously and will investigate thoroughly to ensure any such behaviour is challenged, and that any appropriate actions are taken, in line with DIAL Barnsley's Disciplinary Policy and Procedure, to ensure the security and comfort of our staff, volunteers and trustees and their environment.

We are openly committed to creating a secure, welcoming, and friendly environment, free from all racism, sexism, sexual misconduct, violence, bullying, and any form of sexual, physical, verbal or emotional abuse.

