



# DIGNITY AT WORK PRINCIPLES

**Unite is pleased to launch its Dignity at Work Project in the Community and Not for Profit Sector of the union. It is our ambition that every workplace in the sector reviews its policies, procedures and organisational approach to ensure that it is doing all in its power to promote dignity and respect and eradicate bullying in the workplace, and where incidences do occur, to ensure that they are dealt with effectively and expediently.**

As part of this project, Unite is supplying a number of resources to assist organisations in addressing issues of Dignity at Work. Many organisations have already committed to taking this stand like The Children's Society, NCH, Citizens Advice, Remploy and City and Guilds. We are hoping that your organisation now signs up to this project.

### **In signing up to the project**

- We will provide support for representatives and management to change the culture in their organisation
- We will provide a number of resources to assist representatives and management to devise progressive Dignity at Work policies and procedures
- We will provide organisations with the opportunity to participate in training
- We will hold a seminar for all organisations who sign up to the Unite Dignity at Work project in Summer 2008 as well as other forms of on-going support.

***“Bullying can take many forms. It is generally accepted as unwanted behaviour that offends, persecutes or excludes someone. It includes treating individuals in a demeaning and unacceptable way and can be intimidating, malicious or insulting, or a misuse of power to undermine, humiliate, threaten or cause injury. Harassment is usually seen as constant interference or intimidation that violates people’s dignity or creates a hostile or degrading environment.”*** Dignity at Work Partnership: *“Beat bullying in the workplace”* Guide, 2007

**As a first stage, we ask all organisations to sign up to some basic principles of our campaign:**

### **Principle 1**

Our organisation will look to adopt a zero tolerance approach towards bullying in the workplace.

### **Principle 2**

Our organisation will work with Unite to ensure that we have effective policies and procedures for promoting Dignity at Work.

### **Principle 3**

Our organisation will work with Unite to ensure that all who work or volunteer for the organisation are fully aware of Dignity at Work issues.

### **Principle 4**

Our organisation will work expediently to resolve all cases of bullying, harassment and unacceptable behaviour.

### **Principle 5**

Our organisation will participate in Unite’s research project on Dignity at Work.

### **Principle 6**

Our organisation will participate in Unite’s training to support representatives and organisations in dealing with Dignity at Work issues.

### **Principle 7**

Our organisations will participate in on-going reviews of its Dignity at Work practices.

### **Principle 8**

Our organisation will participate in the Unite Seminar on Dignity at Work in Summer 2008.

**Our organisation agrees to participate in the Unite Dignity at Work Project:**

Name of Organisation:.....

Management (sign):.....

Unite Representative (sign):.....

Date:.....

Please complete, photocopy and return to: Rachael Maskell, Unite National Officer, Unite, 35 King Street, London, WC2E 8JG