



DIGNITY AND RESPECT POLICY

Purpose

The purpose of this policy is to ensure dignity and respect for all volunteers and participants, irrespective of race, colour, nationality, ethnic or national origin, sex, marital or civil partner status, sexual orientation, gender reassignment, disability, age, religion or belief (the “protected characteristics”). We value diversity and the individuality and creativity that every volunteer and participant potentially brings.

Application of the Policy

This policy applies to all the volunteers and participants with Traffic Action Group A262.

If this policy of treating people equally with dignity and respect is not applied, valuable talent and potential may be wasted. Discrimination, harassment, and victimisation are not only illegal, but also affect morale and project success generally, and can bring about a climate of fear and insecurity.

Traffic Action Group A262 takes treating all people with dignity and respect very seriously and will not tolerate acts which breach this policy. It is your responsibility to ensure your conduct conforms with the expected standards and reflects this policy.

Operating Principles

- Volunteers and participants will be treated fairly, openly and honestly, and with dignity and respect.
- At all times people’s feelings will be valued and respected. Language or humour that people find offensive will not be used.
- No volunteer or participant will receive less favourable treatment on grounds of any protected characteristic.
- Training opportunities will be available to all volunteers and participants.
- Equality of opportunity is about good volunteer practice. Steps will be taken to make sure all practices ensure equal opportunities.
- Everyone has the right to volunteer in an environment free of unlawful discrimination and harassment. We will not tolerate such behaviour under any circumstances.
- We will circulate our Dignity and Respect policy to all volunteers and participants.
- We welcome any suggestions which will assist Traffic Action Group A262 to be more inclusive in their activities, and undertake to consider such suggestions seriously and respond to them.

Breaches of the Policy

- Any volunteer or participant who feels that they have been subjected to a breach of this policy, should as a priority raise their concerns with a member of the TAG-A262 committee.

- Whilst recognising that there will be circumstances in which it may not be possible or appropriate to reach an amicable solution (a particularly serious breach of the policy, for example), we would hope in most cases to be able to find a resolution. In the first instance, any volunteer or participant who is found to have committed acts of discrimination or harassment following an investigation by the committee, will be expected to resolve the matter with an acceptable apology and undertaking that the offence will not be repeated.
- If the matter cannot be resolved to the committee's satisfaction, then the volunteer or participant will be required to leave and not participate in any further group activities.
- If you feel that the Policy has not been applied in your case, you may discuss the matter with the TAG-A262 Committee. You are entitled to raise a formal complaint at any time.
- Allegations regarding potential breaches of this policy will as far as possible be treated in confidence and investigated. Volunteers or participants who make such allegations in good faith will not be victimised or treated less favourably as a result.

Dignity and Respect Policy

Purpose: Our commitment is to ensure dignity and respect for all volunteers and participants, regardless of race, colour, nationality, ethnic or national origin, sex, marital or civil partner status, sexual orientation, gender reassignment, disability, age, religion, or belief (referred to as "protected characteristics"). We embrace diversity and recognize the unique perspectives and creativity that each individual brings.

Application of the Policy: This policy applies to all volunteers and participants affiliated with Traffic Action Group A262. Failing to uphold the principles of treating individuals equally with dignity and respect not only wastes valuable talent and potential but also undermines morale, project success, and creates an environment of fear and insecurity.

Traffic Action Group A262 is deeply committed to treating all individuals with dignity and respect and will not tolerate actions that violate this policy. It is the responsibility of all members to ensure that their conduct aligns with the expected standards outlined in this policy.

Operating Principles:

- All volunteers and participants will be treated fairly, transparently, and honestly, with utmost dignity and respect.
- The feelings of individuals will be valued and respected at all times. Language or humour deemed offensive by individuals will not be used.
- No individual will receive less favourable treatment based on any protected characteristic.
- Training opportunities will be accessible to all volunteers and participants.
- Equal opportunity is fundamental to good volunteer practice. Measures will be implemented to ensure all practices promote equal opportunities.

- Every individual has the right to volunteer in an environment free from unlawful discrimination and harassment. Such behaviour will not be tolerated under any circumstances.
- Our Dignity and Respect policy will be disseminated to all volunteers and participants.
- We welcome suggestions that promote inclusivity within Traffic Action Group A262's activities and undertake to consider them seriously and respond accordingly.

Breaches of the Policy:

- Any volunteer or participant who believes they have experienced a breach of this policy should promptly raise their concerns with a member of the TAG-A262 committee.
- While acknowledging that there may be situations where reaching an amicable solution may not be possible or appropriate (such as a particularly serious breach of the policy), we aim to find a resolution in most cases. Following an investigation by the committee, any volunteer or participant found to have engaged in discriminatory or harassing behaviour will be expected to offer an acceptable apology and provide assurance that the offense will not recur.
- If the matter cannot be resolved to the committee's satisfaction, the volunteer or participant will be asked to leave and refrain from participating in any further group activities.
- If you believe that this Policy has not been applied in your case, you have the right to discuss the matter with the TAG-A262 Committee and raise a formal complaint at any time.
- Allegations of potential breaches of this policy will be treated with confidentiality and investigated to the extent possible. Volunteers or participants making such allegations in good faith will not face victimization or discrimination as a result.