



The Dignity Project - Code of Conduct

The Dignity Project (TDP) provides relief to young people in India in need, in particular young people from disadvantaged communities, through local projects to provide benevolent care, support, education and training. Central to its work is the belief that dignity is a human right and TDP seeks ways for all people to feel dignity in their day-to-day lives and achieve a sense of well-being.

TDP core values are ***dignity, inclusivity, compassion and efficacy***. The Dignity Project is committed to ensuring these values are upheld through the aims and actions of its projects and those contributing to its work.

The following code of conduct provides clear guidelines for TDP staff, including board members, volunteers, participants in tours or events run by TDP and any person working with TDP in either a paid or volunteer capacity, of the expected code of conduct when representing TDP in any capacity, or attending TDP events, tours or visiting TDP projects. Any person or parties involved with TDP in any of the above listed roles, but not limited to, are expected to read and adhere to the following Code of Conduct in order to uphold TDP values of *dignity, inclusivity, compassion and efficacy*.

TDP and any person affiliated with its work and projects will:

1. Comply with all relevant Australian laws and local legislation in project countries.
2. Strictly adhere to TDP's policy for safeguarding children and vulnerable people.
3. Value all people equally and respect their rights regardless of their occupation, gender, religion, education, beliefs, ability, sexual preference or background.
4. Act in a manner that does not impact the wellbeing and safety of others.
5. Not damage or misuse property or resources of TDP or any TDP affiliated projects.
6. Refrain from behaviour or actions that interrupt the objectives of TDP including events, tours or projects.
7. Communicate any conflicts of interests or potential conflicts of interest with the TDP board.
8. Foster a culture that is inclusive and promotes dignity for all.
9. Communicate respectfully and value the opinions of others even when views differ.
10. Not act in any manner that brings TDP into disrepute.
11. Take responsibility for their own actions.
12. Refrain from negative conversations about other people or TDP projects.
13. Dress appropriately with consideration to local communities, customs and culture.
14. Uphold the values and reputation of TDP at all times.
15. At times, follow the directions or instructions of TDP board members, and/or those delegate by the board of TDP, to ensure positive and effective comes.
16. Support the work of TDP with positive intent, integrity and dignity.
17. Limit or mitigate actions that are harmful to the natural or physical environment.

Conduct deemed unacceptable includes, but is not limited to:

1. Violence, bullying, verbal or physical abuse, and harassment including online and in person.
2. Engaging physically or sexually with others in any form that is non-consensual and endangers the wellbeing or safety of others; relationships where there is an imbalance of power between parties.
3. Making images, photographs or recordings of TDP events, projects and participants without consent from the TDP board.
4. Indecent, provocative, divisive, inflammatory or offensive language, images or gestures at TDP-supported events or programs.
5. The use of alcohol, drugs, cigarettes (including e-cigarettes) at TDP events, sites and projects.
6. Any action that contravenes the values of TDP and causes harm or offense in communities TDP supports and works.
7. Any action that limits or removes the dignity of others.

Any breaches or concerns about conduct at any TDP project or event, or by persons involved with TDP can be addressed to the board.

Date: 11 June 2024

Name: Lincoln Harris

TDP Position: Secretary

Signature:

