



Statement regarding unacceptable behaviour

The Dulwich Society aims to foster and safeguard the amenities of Dulwich. Our work is relevant to the amenity of our local community and we are diverse, inclusive and accessible to all. We are an organisation where members, volunteers and officers feel proud to be part of our Society.

Discrimination of any kind on the grounds of race, gender, disability and other protected characteristics as defined by the Equality Act 2010 is not tolerated.

We as a Society, our officers and volunteers do not accept behaviour of (comprising but not limited to):

- Bullying or harassment
- Showing contempt for the views of others that aren't similar to their own
- Undermining an individual's personal integrity
- Verbal and non-verbal threats including use of destructive innuendo and sarcasm

We also expect members individually to uphold the same standards when dealing with the Society and its volunteers and officers.

We support our officers and volunteers in their work to improve the amenity of our community and will report any abuse via the appropriate channels. The Society will condemn any infringement of these values. A member in breach of these values is not welcome in the Society.

Any complaints of unacceptable behaviour should be addressed to either the chair or the vice chair. The confidentiality of all participants in a complaint shall be respected.

Date adopted: 16 March 2022

This policy will be published on the Society's web site www.dulwichsociety.com