



## **Code of Conduct (Updated March 2025)**

Dumfries and Galloway Chamber of the Arts, DG Unlimited Charity No: SC044658, herein referred to as DG Unlimited.

**This Code of Conduct sets out the standards of behaviour expected from all those who represent DG Unlimited, including Trustees, Freelancers, Contractors, and Volunteers. Throughout this document, the term 'Members' refers to anyone acting on behalf of DG Unlimited.**

### **1. Commitment to Purpose**

Members are expected to actively promote, support and uphold the charitable aims, values, and activities of DG Unlimited within the scope of their role.

### **2. Representation and Integrity**

When attending any meeting or event on behalf of DG Unlimited, Members must represent the collective views and policies of the organisation, not their personal opinions, especially when discussing matters related to the creative and cultural sector in Dumfries and Galloway, Scotland, or the UK.

### **3. Political Neutrality**

Members will maintain a politically neutral stance while representing DG Unlimited in any formal or public capacity.

### **4. Confidentiality**

Members must treat all confidential or sensitive information acquired in the course of their role with care and must not disclose this information outside of DG Unlimited unless legally required or authorised to do so for a legitimate work purpose.

### **5. Conflicts of Interest**

Members must declare any personal, financial, or professional interests which could (or could be seen to) influence their judgement or performance in their role. Any such interest must be declared to the Chair or Creative Director at the earliest opportunity.



## **6. Conduct and Respect**

Members must treat others with courtesy, fairness, and respect at all times. Differences of opinion should be handled constructively, and a culture of mutual respect and collaboration must be upheld.

DG Unlimited is committed to providing a safe and inclusive environment for all. We do not tolerate bullying, harassment, racism, or discrimination in any form, whether expressed through language, behaviour, or any other means. This includes discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation, in line with the Equality Act 2010.

The fully aligns with the following key legal frameworks which were referenced:

- The Equality Act 2010, which protects people from discrimination, harassment, and victimisation on the basis of protected characteristics (e.g. age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, etc.).
- Health and Safety legislation and the Protection from Harassment Act 1997, which can apply to bullying even when it doesn't meet the legal definition of harassment under the Equality Act.

All members are expected to uphold these standards and contribute to a respectful and welcoming community.

## **7. Equality, Diversity, Sustainability and Fair Work**

Members are expected to actively promote and support DG Unlimited's commitments to, and plans for:

- Equality, Diversity, and Inclusion
- Environmental Sustainability and Carbon Reduction
- Fair Work principles and practices

These principles must be embedded in all activities undertaken on behalf of DG Unlimited.

## **8. Breaches of the Code**

Breaches of this Code of Conduct may result in appropriate action being taken, including removal from a project, panel, working group, or role. Any concerns about a breach



should be reported to the Board by letter for consideration under the appropriate organisational process.

### 9. Declaration

I confirm I have read and understood this Code of Conduct and agree to comply with it while acting in any capacity for DG Unlimited.

Name: \_\_\_\_\_

Role: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_