



DG Unlimited – Dignity at Work and Bullying & Harassment Policy

DG Unlimited is committed to fostering a working environment where every individual is treated with dignity, fairness, and respect. We are dedicated to promoting a culture that is inclusive, safe, and supportive, and where bullying, harassment, and discrimination are not tolerated in any form.

This policy is underpinned by key legislation including:

- The Equality Act 2010 (UK) – protecting individuals from discrimination based on protected characteristics
- The Health and Safety at Work etc. Act 1974 (UK) – ensuring safe working environments
- The Protection from Harassment Act 1997 (UK) – providing legal remedies for harassment
- The Human Rights Act 1998 (UK) – incorporating the European Convention on Human Rights, including Article 10 on freedom of expression and Article 14 on non-discrimination

We do not tolerate bullying, harassment, or discrimination in any form. This includes, but is not limited to, unwanted behaviour related to race, gender, disability, age, sexual orientation, socio-economic position, religion or belief, or any other protected characteristic.

We will:

- Promote open, honest, and respectful communication
- Provide support to anyone experiencing difficulties in the workplace in the creative sector in D&G
- Maintain clear procedures for raising and addressing concerns
- Investigate all complaints fairly, thoroughly, and confidentially
- Take appropriate and proportionate action to resolve issues and safeguard wellbeing



How to report an issue:

If you experience or witness bullying, harassment, or discrimination, please report it as soon as possible by:

- Speaking to a senior team member, project lead, or a DG Unlimited board member
- Emailing comms.dgu@gmail.com (secure and confidential inbox)

All reports will be taken seriously and handled with care and confidentiality.