

your guide to
MEMBERSHIP



DOULAS OF DUBAI
ORGANIZATION

Welcome HI THERE!

Welcome to Doulas of Dubai - a community of dedicated and compassionate birth professionals serving families throughout the city. Our membership information booklet provides in-depth details on the benefits of joining our organization, including access to relevant training, exclusive professional development opportunities, and networking events. We have also included our code of conduct to demonstrate our commitment to maintaining ethical and professional standards within our community. Our frequently asked questions section covers information about membership fees, the application process, and how to become an organization doula. We look forward to welcoming new members to our community and working together to support families during this incredible journey of pregnancy, birth, and parenthood.

Are you ready?



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**WHEN WOMEN
SUPPORT EACH
OTHER,
INCREDIBLE
THINGS HAPPEN.**

BECOME A MEMBER

Membership Requirements:

Members must be professionally trained by a recognized organization, with a minimum 16 hour in-person workshop. Proof of training is required. Other equivalents may be considered by the Founders Board.

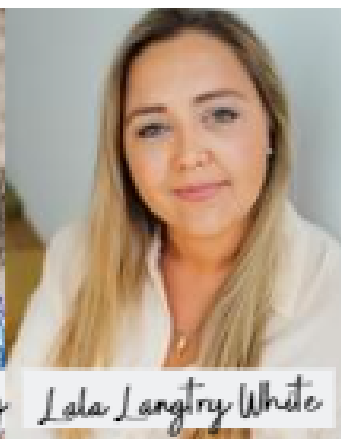
- Members must live or work in the Dubai area. Exceptions may be made by the Board.
- Members must act with integrity, complying with the Doulas of Dubai Code of Ethics and Standard of Practice.
- **New members must pay an initial membership fee of 600aed payable in two installments of 300aed every 6 months.** Membership renewals are aed. .
- Members must engage with the group. Options include **online communication, monthly meetings, social and educational gatherings, and/or public events.**

Included in your annual membership:

- A listing and links to individual webpage on the Doulas of Dubai Org website.
- Access to a private forum.
- Access to LEADS
- Support and fellowship from doula peers.
- Monthly meetings and occasional social gatherings.
- An official Doulas of Dubai ORG name tag/ Badge.
- Participation in the Annual General Meeting.
- Opportunities to participate in group governance, including being part of committee work, and promotional work.

For most up to date info, please refer to [DoulasofDubai.org](https://doulasofdubai.org) member portal

DOULAS OF DUBAI ORIGINAL FOUNDERS





Frequently Asked Questions

THE HOW

- ☐ Where do I apply for membership?
<https://forms.gle/JM2aPXxNqGbGYui16>
- ☐ Where can I access the members-only portal?
<https://doulasofdubai.org/m/login?r=%2Fmembers-only>
- ☐ What does the membership fee give me? 1) Access to the members only portal on the website 2) your information added to our directory 3) MEMBERS ONLY access to professional workshops opportunities 4) invitation to participate in events 5) Branded Lanyard and Badge 6) Opportunities to submit blog posts
- ☐ What is the membership fee? New members must pay an initial membership fee of 600 aed for one year membership .
- ☐ How can I pay for the membership fee?
you will get the payment link sent to your whats app
- ☐ Do I need to be certified? There will be 3 distinctions in the membership. 1) DOULA 2) Certified Doula (certified and under 50 births) 3) ADVANCED Doula (certified and more than 50 births)

Mission Statement

“Supporting our members and maintaining a directory of professional doulas in the community.”

Goals & Values

- Doulas of Dubai org recognises birth as a key life experience and believes that every woman and family deserve doula support. We strive to increase public education about the benefits of doula presence.
- Doulas of Dubai org is committed to providing families with access to quality information and support by providing a public registry of professionally trained doulas who adhere to a strict code of ethics and scope of practice.
- Doulas of Dubai provides the opportunity for members to gather, connect and learn from one another. We provide continuing education opportunities which cultivates the growth of individual doulas, as well as the collective profession.
- Doulas of Dubai strives to foster a positive working relationship between doulas and other professionals in the healthcare field.

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Practice Guidelines

The Doulas of Dubai Organisation represents professional and traditionally trained doulas in Dubai.

In order to become and maintain membership with the DODO, the doula must be certified or working towards certification by a professional training organisation who aligns with the Ethical Conduct Guidelines, Equity and Inclusion Policy, and Strategic Priorities of the DODO and meets the outlined educational expectations. Mentorship through certification is highly encouraged to support your continued self reflection, confidence and understanding of local licensing, legalities and practices that may not be covered within overseas doula training organisations.

* Self-trained doulas are not accepted at this point in time.

Services & Support Guidelines: A DODO doula provides client-centred, client-led, non-directive support through the values of inclusivity, equanimity, autonomy, ethics, and advocacy. Their support may take the form of emotional, physical, or evidence-based informational support, however it is not limited to those experiences.

Such support may include, but is not limited to:

- All periods of client-centred, non-directive support;
- Offering assistance in obtaining up-to-date, evidence-based information to encourage self advocacy and informed decision making;
- Offering referrals when a situation arises that requires additional attention and support that falls outside support practices as listed in the Regulated Health Professions Act (1991) or health professions acts (i.e., Medicine Act, 1991);
- Modelling and encouraging effective communication strategies within the doula/client relationship and, with the clients direction amongst other invited participants involved in their care;
- Advocating on the behalf of the client or their immediate support community at the request of the client to help facilitate effective communication. This does not involve speaking on behalf of or making decisions for the client;
- Assistance in formulating realistic preferences that match the client's values and needs;
- Nonpharmacologic pain management suggestions, referring client to a medical provider when a client feels a diagnosis or prescription may be required;
- Educating on the benefits of and supporting initial breastfeeding establishment and encouragement of skin to skin/kangaroo care
- Offering continuity of care. A specific backup should be found for all clients so the labouring or postpartum person and/or their immediate support community are never left unsupported. This includes paid, pro bono and charitable work.



Limits to Practice

- Perform restricted medical procedures, diagnose, or prescribe anything under the Regulated Health Professions Act (1991) or health professions acts (i.e., Medicine Act, 1991). Such actions include, but are not limited to: performing vaginal exams, reading and interpreting medical tests and diagnosis, performing clinically defined manoeuvres, diagnosing disease, prescribing medications, performing surgeries or other surgically related tasks, dressing, assessing or caring for surgical or vaginal wounds.
- Act on behalf of medical care when a client has chosen the direction of a licensed medical practitioner;
- Make decisions and/or speak for their clients;
- Use personal opinion or conjecture to influence clients choices or experiences

Where the doula has additional training in other modalities or practices they should refer to that profession and their practicing guidelines, and determine if it is appropriate to combine the roles. Members should clearly inform clients of such training, the limits of their ability to offer knowledge and/or practice in this area, and that any additional services offered is separate from their services as a doula. The doula is encouraged to clearly define this situation to any healthcare provider they encounter in order to avoid confusion regarding the doula's role and the client-directed support they have been invited to attend and expected to provide.

What We Provide

The Doulas of Dubai Organization provides doulas with access to resources for doula training, continued professional development opportunities and networking opportunities within the doula community.

Education

We educate the public and health care community as to the benefits of doula presence for new and expectant families. We also provide professional guidance to our doula members.



Code of Ethics

- Conduct
 - a. The doula acts in accordance with the highest standard of professional and personal integrity.
 - b. The doula strives to become and remain proficient through continuing education, affiliation with related organisations, and associations with other labour/birth/postpartum support providers.
- Ethical Responsibility to Clients
 - c. The doula's primary responsibility is to her clients.
 - d. The doula will respect the privacy of the clients and hold in confidence all personal information obtained during the course of professional service.
 - e. The doula works with her clients reliably, without fail, for the term of the agreement, unless a formal arrangement has been made to dissolve the relationship.
 - f. The doula will communicate fees clearly, including terms, services provided, and refund policy.
- Ethical Responsibility to Colleagues
 - g. The doula will treat colleagues and health professionals with respect, courtesy, fairness, and good faith.
- Ethical Responsibility to the Profession
 - h. The doula will uphold and advance the values, ethics, knowledge, and mission of the profession.
 - i. The doula promotes awareness and education regarding doula support.
 - j. The doula represents the profession well.

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DOULAS OF DUBAI
ORGANIZATION

Ethical Conduct Guidelines¹

Professional Expectations For Representation and Conduct by Members of the D.O.D.O.

(A) Respectability at all times.

All members will maintain high standards of personal conduct in their capacity or identity as a professional support person. This includes their conduct with clients, industry stakeholders, and other professional members within and outside the Doulas of Dubai Organization. Discrimination, prejudice, racism, or harassment are not accepted by the D.O.D.O. and its members.

(B) Proficiency and Professional Development.

Members strive to remain proficient in the current professional practices for Dubai, be up-to-date on evidence-based performance functions, and continue to educate themselves about client-directed support. The members will maintain awareness about how their affiliation and conduct with related organisations, institutions, and other support persons can benefit the development and competence of our profession as a whole.

(C) Inclusivity and Integrity.

All members should act in accordance with the highest standard of professional inclusivity and integrity. D.O.D.O. representatives and its members will work together to create a safe and trusted space for the development of strategic priorities related to its professional goals.

Ethical Responsibility to Society

(A) Promoting Gestational and Infant Welfare.

Members should promote the general health of birthing persons and their babies in accordance with the World Health Organization's (WHO) statements on the birthing process, labour and birth support, infant feeding, postpartum support and, whenever possible, that of their clients' immediate support community.

D.O.D.O. employs a Grievance Policy to ensure accountability of all members in upholding D.O.D.O.'s values and commitment to a positive doula support experience. Should a grievance be raised by a medical provider, institution or client, D.O.D.O. will establish and support a mediation process, wherever possible, to determine a fair and equitable outcome for all involved parties to ensure continued professional standards and codes of conduct are upheld for the benefit of one and all.



Ethical Conduct Guidelines²

Ethical Responsibility to Clients and Fellow Support Workers

(A) Primacy of Client's Interests and the Support of the Whole

Our members uphold their clients mental, physical, emotional, cultural, and traditional sense of security at all times. Members will uphold the same support for their professional colleagues and for the advancement of our profession.

(B) Rights and Prerogatives of Clients.

Members should make every effort to foster maximum self-determination and self-expression on the part of their clients. It is recognized that clients have diverse needs, experiences, cultures, and traditions. Members will work with their clients to ensure that they are feeling professionally supported in a safe manner at all times.

(C) Confidentiality and Privacy.

Members should respect the privacy of clients and colleagues and hold in confidence all information obtained in the course of professional service or interactions. This includes obtaining written permission to share personal details, photos and back up coverage requests. This is inclusive of all media options and/or platforms. Doulas should be aware of how and when they request consent ensuring there is adequate space for client's to decline (e.g. directly after birth would not be an appropriate moment to make this request).

(D) Obligation to Serve.

Members should assist each client seeking support either by providing services or making appropriate referrals. Members recognise that there may be circumstances where they cannot act in a professional support capacity and as such will work with the client to find support options that feel safe, inclusive, and appropriate for the clients needs, experiences, or goals.

Members also recognize their obligation to work in a collaborative manner with colleagues and stakeholders from diverse experiences, backgrounds, fields, and knowledge. At no time should bias, coercion, prejudice, discrimination, or racism affect a client/support person relationship.

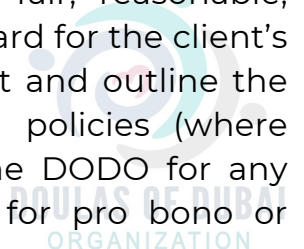
(E) Reliability.

When a member agrees to work with a particular client, their obligation is to do so reliably and in accordance with the professional standards of the DODO, for the term of the agreement including provision of and working with a known back-up doula.

Members will also maintain professional reliability to colleagues by creating safe environments for engagement and the diversification and inclusion of support persons from multiple backgrounds and experiences.

(F) Fees.

When setting fees, the members should ensure that they are fair, reasonable, considerate, commensurate with service performed and with due regard for the client's ability to pay. The member must clearly state their fees to the client and outline the services provided within this fee, terms of payment and refund policies (where appropriate or applicable). Written contracts are encouraged by the DODO for any professional support persons representing the organisation, even for pro bono or charitable support.



Ethical Conduct Guidelines³

Ethical Responsibility of Represented Organizations or Streams to DODO Members

(A) Respect, Fairness, and Courtesy.

Members of all represented organisations or traditional streams will treat colleagues with respect, courtesy, fairness and good faith at all times. Those who act outside the accordance of professional conduct will not be permitted membership with the D.O.D.O. or to represent the D.O.D.O. This includes respect for the body and the mind of all persons regardless of identity, business ethics or practices, and professional conduct towards colleagues or clients.

(B) Collaboration and Business Conduct

Members have the responsibility to relate to their colleagues with full professional consideration, regardless of affiliation, experience, or training. All members and all organisations represented by members will ensure ethical business practices and conduct are practised at all times. This includes but is not limited to: protecting and respecting the materials of others, not working to harm others business practices or goals, not engaging in libel or slander, transparency and common courtesy and upholding safety and inclusion for diverse collaboration, use of language and engagement at all times. Organisations or persons who do not uphold these standards will not be invited to represent the D.O.D.O.

(C) Safety, Equity, and Inclusion

Members or represented organisations will not engage in behaviour that could be deemed harassing, discriminatory, prejudiced, racist, or likewise. Verbal or physical harassment or harm will not be tolerated by the D.O.D.O. Members may be removed if a charge is filed against them outside the D.O.D.O. or through the DODOs formal grievance policy and procedure and the doula is found to have acted outside of our standards of professionalism.

Ethical Responsibility to the Perinatal Support Professions

(A) Maintaining the Integrity of the Profession.

Members should uphold and advance the values, ethics, knowledge and mission of their respective profession(s).

(B) Community Service.

Members should assist their respective profession(s) in making perinatal support services available to the general public through a variety of strategic priorities, as supported by the D.O.D.O., community partnerships, and their initiatives.



Scope of Practice

- The doula will provide quality, evidence-based information and support to the client and partner (if applicable) during the prenatal, birth, and postpartum periods.
- The doula will not perform clinical or medical tasks.
- The doula will not speak for the client. The doula helps the client advocate for herself by encouraging her to ask questions of her care provider and express preferences and concerns.
- The doula will not make decisions for the client. The doula will provide evidence-based information and support the client's decisions.
- The doula will provide continuity of care. It is up to the doula to make back-up arrangements with another doula to ensure services for the client if the doula is sick or unable to attend.
- For needs beyond the scope of the doulas training, referrals are made to appropriate resources.

Grievance Policy

The Doulas of Dubai Grievance Policy has been created to ensure resolution can be made in the event of a grievance or incident with one of our members.

If you wish to file a grievance against a member, please email support@doulasofdubai.org and include the following information:

- Doula name (First and last preferred)
- Date of the incident
- Individuals involved/witnessed and their position (ie. Client, Nurse, Doctor, etc)
- Detailed description of the incident
- Your name and contact information

The matter will be discussed amongst the Board and with the doula and a plan will be made for resolution. If a resolution cannot be found, then the grievance may be passed on to the Doula's certifying body. If the member is not certified an Ad Hoc committee may be formed.

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