



DIGA Dignity and Respect guidance

1. Introduction

DIGA is committed to fostering an environment where everyone—members, volunteers, and guests—feel welcome, valued, and safe.

Treating each other with dignity and respect is central to who we are. Every individual plays a part in creating a culture where people enjoy taking part, feel supported, and can contribute positively to DIGA activities and events.

2. Purpose

This code aims to:

- Promote positive, courteous interactions across all DIGA events and activities.
- Support a culture where concerns can be raised respectfully and addressed promptly.
- Ensure everyone involved with DIGA understands their role in maintaining a friendly, inclusive, and respectful environment.

3. Standards of Behaviour

DIGA encourages all individuals to:

- Treat others with kindness, courtesy, and consideration.
- Communicate respectfully, even when opinions differ.
- Show appreciation and respect for club staff and service providers; any concerns about services should be directed to DIGA officials rather than raised directly with staff.
- Adhere to rules and regulations of clubs DIGA visits.

- Raise issues constructively and privately, avoiding public, or social-media discussions about concerns.
- Contact DIGA officials directly if support, clarification, or guidance is needed.

4. Unacceptable Behaviour

To maintain a welcoming and enjoyable environment, certain behaviours are not acceptable at DIGA events.

These include:

- Speaking or acting in a way that feels aggressive, intimidating, or disrespectful.
- Using written or digital communication that may come across as hurtful, hostile, or inappropriate.
- Making comments or jokes that could embarrass, belittle, or undermine others.
- Any form of unwanted physical contact.
- Behaviour that could be perceived as discriminatory or unfair toward any individual or group.
- Sharing frustrations or criticisms publicly instead of addressing them privately and constructively.
- Passing on unverified information or engaging in gossip that may cause unnecessary upset

5. Raising a Concern

Anyone who feels they have experienced behaviour that falls short of DIGA's standards is encouraged to contact DIGA officials. DIGA will handle all concerns in a fair, supportive, and timely manner.

6. Roles and Responsibilities

Everyone involved with DIGA has a role in sustaining a positive culture.

Volunteers, and guests are expected to model respectful behaviour and support others in doing the same.

7. Confidentiality and Protection

DIGA is committed to:

- Treating all dignity-related concerns with care and confidentiality.
- Ensuring that anyone who raises a genuine issue is supported and not subjected to retaliation.
- Taking appropriate and proportionate action when necessary, with the aim of restoring a respectful environment.

8. Review and Communication

This code will be reviewed annually—or sooner if required—to ensure it remains relevant and effective. DIGA will ensure that all members and volunteers are aware of the code, and that new members are supported in understanding DIGA's positive culture from the outset.