



Bord Oideachais & Oiliúna
LUIMNIGH & AN CHLÁIR

LIMERICK & CLARE
Education & Training Board



CHARTER DIGNITY IN THE WORKPLACE





Dignity in the Workplace Charter

Limerick and Clare Education and Training Board is committed to implementing and promoting measures to protect the dignity of staff and to encourage respect for others at work. This Charter applies to all ETB workplaces.

Dignity and respect is achieved by creating a work environment free from harassment, sexual harassment, bullying, racism and disrespectful behaviour, by dealing effectively with any complaints of such conduct, and also by welcoming diversity and promoting employment equality.

This Dignity in the Workplace Charter is underpinned by the following principles:



All who work in any or all of our workplaces are expected to respect the right of each individual to dignity in their working life.



All will be treated and respected for their individuality and diversity.



Bullying or harassment in any form is not acceptable and will not be tolerated in this workplace.



All individuals, whether employed or contracted here, have a duty to uphold this charter.



Our workplace policies and procedures will underpin the principles and objectives of this charter, which will be regularly reviewed.



Provision of a mechanism to process allegations that affords all concerned full rights in accordance with natural justice.

This Charter is applicable to all members of staff, who are obliged to be aware of the effect their own behaviour may have on others. It extends to work-related events such as in-service, conferences and social events. It is also applicable to all service providers, contractors and suppliers.

Limerick and Clare Education and Training Board is committed to providing the highest standards of service delivery. Should you find that we have breached this Charter in any way, please raise your concerns with your Principal/Line Manager.