

## **DSI Network Member Code of Conduct**

This Code of Conduct outlines the expectations and responsibilities of all members of all DSI Networks, which are dedicated to ensuring an inclusive, respectful, and supportive environment for individuals from the specific underrepresented group. By signing this document, you agree to uphold the principles outlined below and contribute to a positive and welcoming space for everyone.

### **1. Respect, inclusion, and safe environment**

- Treat all members with dignity, respect, and empathy, recognising the diversity of experiences, identities, and backgrounds.
- Discrimination, harassment, and exclusion in any form will not be tolerated. Ensure a safe, supportive space where members can share, seek advice, and support each other without fear of judgment.

### **2. Confidentiality and privacy**

- Respect members' privacy and confidentiality. Keep personal stories and sensitive information private unless permission is given to share.
- Always ask before sharing someone else's personal information publicly.

### **3. Accountability and responsibility**

- Be open to giving and receiving constructive feedback, taking responsibility for your actions. Acknowledge mistakes, learn, and make necessary changes.
- Hold others accountable in a respectful, non-judgmental way when you witness behaviour contrary to the network's values.

### **4. Zero tolerance for harmful behaviour**

- Hate speech, bullying, and harmful behaviour will not be tolerated and may result in removal from the network.
- Avoid assumptions about others' identities or experiences.

### **5. Consequences for violating the code**

- Violations of the Code of Conduct may lead to warnings, temporary suspension, or permanent removal from the network, depending on the severity.

## **6. Allegations made in the Network**

- If you experience mistreatment in your organisation or by another member of the network, we encourage you to report it to us privately. We take all concerns seriously and will support you as best as we can through the process.
- For fairness, please avoid naming individuals in public discussions. Protecting privacy is essential to prevent harm or discomfort for anyone involved.
- We are committed to handling all matters confidentially and ensuring a safe, respectful environment for all members.

### **Agreement:**

By choosing to become a member of this network, I confirm that I have read, understood, and agree to abide by the Code of Conduct. I acknowledge that continued participation is conditional upon upholding the core values of respect, inclusion, support, and accountability.