



SECTION	People and Culture
POLICY	Code of Conduct
DATE OF CREATION	November 2008
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1. Introduction

The Company commits itself to treating all Employees and the Directors with respect and as responsible adults and expects the same attitude from all Employees and Directors in return. The Company expects the same treatment to the Company's assets and property and to other Employees and their property, to customers, suppliers and agents and their property and to the public at all times.

The Company reserves the right to criticise when performance and conduct is unsatisfactory and acknowledges that it has the responsibility to give praise when circumstances warrant it.

In addition to this, outside of work hours Employees who are socialising with other members of staff, suppliers or customers of the Company are reminded whilst the Company wishes that they enjoy themselves:

- That is the event is organised by the Company, or if they are attending as a representative of the Company, the organisation's rules and guidelines relating to substance abuse, harassment and discrimination still apply. This includes events outside of the normal working day, and events where there is a link to the organisation.
- That moderation and a consideration for others should be the guide in all actions and activities.
- That personnel should remember their position whilst being relaxed and informal, especially, but not exclusively, when in uniform and when using social media.
- Should the event be held at the Club Doncaster Sports Village Stadium, there is still a need for the organisation to be seen in a favourable way by outsiders.

This also applies to the use of social networking sites e.g. Facebook, X, Instagram etc.

Failure of Employees to act in accordance with the principles set out above may lead to the Employee being in breach of the rules of the organisation and may become subject to the disciplinary policy and procedures.

2. Working with children and vulnerable adults

Staff/volunteers/children should always:

- Take all allegations, suspicions or concerns about abuse that young person makes seriously (including those made against staff) and report them through the procedures.
- Provide an opportunity and environment for children to talk to others about concerns they may have.
- Provide an environment that encourages children and adults to feel comfortable and confident in challenging attitudes and behaviours that may discriminate others.
- Risk assesses situations and activities to ensure all potential dangers have been identified.
- Treat everyone with dignity and respect.

Staff/volunteers/children should not:

- Permit or accept abusive or discriminatory behaviour
- Engage in inappropriate behaviour or contact
- Use inappropriate or insulting language
- Show favouritism to anyone
- Undermine or criticise others
- Give personal money
- Place photographs/videos of young people on personal social media and instead should endorse the official coverage of the event.