

**Deafblind Scotland vision – “A society in which deafblind people have the permanent support and recognition necessary to be equal citizens”**



## **Deafblind Scotland Policy on Dangerous, Discriminatory and Exploitative Behaviour**

### **What do we mean by Dangerous, Discriminatory and Exploitative Behaviour?**

- Dangerous behaviour is regarded as any behaviour or practice which may hurt or harm an individual.
- Discriminatory behaviour or practice unfairly disadvantages (or advantages) an individual on the basis of their gender, race, disability, physical ability, mental capacity, education, sexual orientation, religious beliefs, values, age, personality, experiences, cognitive style, tenure, culture and organisational function.
- Exploitative behaviour or practice is where an individual unfairly gains benefit as a result another persons vulnerability or weakness, usually to the detriment of the exploited person.

Above and beyond these definitions this policy is intended to cover all behaviours and practices that may be considered as harming an individual and would include things such as bullying and harassment.

### **Policy Statement**

Deafblind Scotland recognises it has a responsibility to ensure the protection of its staff and the vulnerable people with whom it works. In order to ensure this protection it is the responsibility of all staff to report any potentially harmful behaviour identified, regardless of who is responsible for the behaviour.

Members and their families will be encouraged to report any instances of harmful behaviour they are aware of.

All reports of such behaviour will be investigated as a matter of the utmost importance following the established procedures.

Staff members have a responsibility to ensure that they do not:

- Abuse, neglect or harm service users, carers or colleagues;
- Exploit service users, carers or colleagues in any way;
- Abuse the trust of service users and carers or the access you have to personal information about them or to their property, home or workplace;
- Form inappropriate personal relationships with service users;
- Discriminate unlawfully or unjustifiably against service users, carers or colleagues;
- Condone any unlawful or unjustifiable discrimination by service users, carers or colleagues;
- Put themselves or other people at unnecessary risk; or

- Behave in a way, in work or outside work, which would call into question their suitability to work for Deafblind Scotland or harm the organisational reputation.

Staff found to be responsible for any such behaviour will be dealt with under the normal disciplinary procedures.

Violence and threats or abuse directed towards staff members is not acceptable and should be reported to the line manager. Any such behaviour will be dealt with through disciplinary procedures.