

ROTARY CLUB OF CANTERBURY

RIBI EQUALITY AND DIVERSITY POLICY AND THE RIBI DIGNITY POLICY

(A GUIDE TO SENSIBLE BEHAVIOUR)

Every year the Presidents of Rotary Clubs are asked to sign a declaration that each club complies with various policies including those relating to equality, diversity and dignity. It is very easy to presume that clubs are compliant, but when anything goes wrong and people's behaviours are questioned, club unity can be threatened and the very tenets of Rotary challenged. Formal investigation can then be instituted and a considerable amount of work generated. To bring clarity to what these policies mean in practice, a presentation was given by Past President Peter Hermitage to the Club's business meeting on 22 October 2019. At the end of the following discussion, Rotarian Nan Miller remarked that we could all learn a lesson from literature and follow the example of Mrs Do-As-You-Would-Be-Done-By in the Water Babies – treat others as we would wish to be treated.

Slides used in the presentation and some covering notes are included here for those who could not be present and to act as a record of the meeting.

YES!!



The positive message is that when you give respect to others, whether that be within the Rotary community or more generally you benefit as well as those with whom you come into contact. The Rotary Four Way Test provides a good framework for decisions that we make

about our own behaviours. Our utmost responsibility is to speak the truth, to be fair, to build goodwill and better friendships, and to do our very best in all situations.

THE ROTARY FOUR WAY TEST



Communication, particularly in our technological age, can create pitfalls for any of us. It is very easy to quickly send an e-mail without thinking through either the contents or the implications. These might cause offence or distress. Inappropriate comments or poor humour on social media can easily go viral. Rumours distort messages. Whilst it may take time (and even courage) to be up front and honest with people, that is far better than creating festering unhappiness.

AVOID THE PITFALLS



INAPPROPRIATE COMMUNICATION

- REMEMBER - WHAT GOES IN WRITING IS THERE FOREVER!
 - RUMOURS DISTORT THE MESSAGE
 - BE UP FRONT WITH PEOPLE
- SOCIAL MEDIA MESSAGES CAN OFFEND – EVEN APPARENT HUMOUR

To avoid the pitfalls and to encourage a culture of respect, we should try and resolve problems early before we have to resort to any dispute management procedures and if Rotarians have an issue they should seek advice rather than letting things fester.

AVOID THE PITFALLS



- IF THERE ARE PROBLEMS LET'S RESOLVE THEM EARLY BEFORE WE HAVE TO RESORT TO THE DISPUTE MANAGEMENT PROCEDURE.
- IF YOU HAVE AN ISSUE DO NOT LET IT FESTER – SEEK ADVICE

Seeking advice is calling for help. From time to time, everybody needs help and this does not just apply to issues of policy. When fellow Rotarians require assistance to get to meetings or take part in Club activities, there should be an overriding assumption that it is O.K. to ask for help. Being thoughtful and responsive to the needs of others is one means of exercising respect.

There are things that we should not do. We should say no to abuse, bullying and harassment.

NO TO ABUSE!!!




NO TO BULLYING!!!



NO TO HARASSMENT!!!



The policies that are put forward by RIBI do not amount to a manual of diktat or political correctness. They are a route to common sense behaviours that the vast majority of

A blue book with the Rotary International logo on the cover. The logo is a gold-colored gear with a blue center containing a white 'R'. The words 'ROTARY' and 'INTERNATIONAL' are written in gold on the upper and lower arcs of the gear respectively. The book is shown at an angle, revealing its white pages.[illegible]