

Safe and Inclusive Working Environment and D0-No-Harm Policy

Introduction

At Kreative Gurus, we are committed to fostering a safe, inclusive, and respectful working environment for all employees, partners, and stakeholders. We uphold the highest standards of integrity, ethical conduct, and accountability in all aspects of our operations. This policy outlines our commitment to promoting a culture of safety, inclusivity, and the do-no-harm principle across our organization.

Safe and inclusive working environment

Non-discrimination

We prohibit discrimination of any kind, including but not limited to discrimination based on race, ethnicity, gender, sexual orientation, religion, disability, or any other protected characteristic.

Harassment-free environment

We maintain a zero-tolerance policy towards harassment, including sexual harassment, bullying, intimidation, and any other form of inappropriate behaviour. All employees are expected to treat each other with dignity and respect.

Health and safety

We prioritize the health, safety, and well-being of all individuals associated with our organization. We provide a safe working environment and comply with all relevant health and safety regulations.

Accessibility

We are committed to ensuring accessibility for individuals with disabilities in both our physical and digital workspaces. Reasonable accommodations will be provided to facilitate equal participation and opportunity.

Do-No-Harm Principle

Ethical Conduct

We adhere to the highest standards of ethical conduct in all our activities. We are committed to conducting our business with honesty, transparency, and integrity.

Responsible Communication

In our communication, branding, design, marketing, and advertising efforts, we prioritize responsible messaging that does not harm individuals, communities, or the environment. We avoid sensationalism, exploitation, or any form of communication that could cause harm or offense.

Integrity Policy

maintain an integrity policy that outlines guidelines for ethical decision-making, conflict of interest management, and reporting mechanisms for any violations of ethical standards.

Prevention of sexual exploitation and abuse (SEAH)

We have a zero-tolerance policy towards sexual exploitation and abuse in any form. We provide training to all staff and partners on recognizing and preventing SEAH, and we have reporting mechanisms in place to address any incidents promptly and effectively.

Compliance and accountability

Training and awareness

We provide regular training and awareness programs to all employees and partners to ensure understanding and compliance with this policy.

Reporting Mechanisms

We maintain confidential reporting mechanisms for employees and stakeholders to report any violations or concerns related to this policy. Reports will be investigated promptly and impartially, and appropriate action will be taken.

Accountability

All employees are accountable for upholding the principles outlined in this policy. Failure to comply may result in disciplinary action, up to and including termination of employment or partnership.

Conclusion

At Kreative Gurus, we are committed to creating a workplace culture that values diversity, fosters inclusivity, and upholds the highest standards of ethical conduct. By adhering to this policy, we strive to ensure a safe, respectful, and harmonious working environment for all.

Kreative Gurus Leadership

Alele E. Jeziel