DECLARATION OF ADOPTION OF THE SAFE TO CREATE CODE OF BEHAVIOUR

This certificate confirms the Board of Directors, Chief Executive, senior management and all employees of the company have read, considered and adopted the SAFE TO CREATE CODE OF BEHAVIOUR.

We pledge to create a safe, inclusive, respectful workplace where artists and arts workers can thrive, free from all forms of harassment, discrimination, bullying and violence.

WE CONFIRM OUR COMMITMENT TO:

- Act in an ethical manner as a business and act with integrity and ethically as an employer
- Commit fully to safe and respectful workspaces with zero tolerance for damaging behaviour
- Abide by all Health and Safety, Equality, Diversity and Employment legislation and comply with all relevant regulations
- Create and implement best practice around codes of practice, policies and procedures for safe workspaces ensuring a clear reporting system, timely investigation which identifies acts of wrongdoing and offers support, action, resolutions, monitoring, and accountability
- Have policies and procedures in place to ensure a safe workplace including: a Dignity at Work protocol, as well as grievance, and disciplinary procedures (see Safe to Create Templates)
- Ensure work environments support the creative process and promote mutual respect from everyone involved
- Commit to the implementation of the code with all employees no matter what their employment status and attach the code to all contracts and letters of agreement
- Avail of Safe to Create free online training for employees irrespective of the nature of the employment on: Tackling Bullying and Harassment at Work, Addressing Unconscious Bias and Bystander Training
- Display the Code of Conduct and all anti-harassment policies prominently in all workspaces
- Promote the Code within and outside our communities establishing a relationship of mutual trust with business partners and stakeholders

I confirm the Code of Behaviour and Certificate of Acceptance have been read and adopted at a Board of Directors Meeting, held on 3rd **day of** October **and year** 2024

Signed: _____ Prof. Cathal O'Donoghue
Chair of the Board

Contact: secretarytoboard@museum.ie

Company Name: National Museum of Ireland

Company Registration Number: _____

* When agreed and ratified, a signed certificate needs to be returned to **signthecode@safetocreate.ie**