



Óglaigh
na hÉireann
IRISH DEFENCE FORCES

DIGNITY CHARTER

FOR THE DEFENCE FORCES



We, the Defence Forces of Ireland, are committed to maintaining a work environment, whether within the State or when deployed overseas, that encourages and supports the right to dignity at work. All personnel of the Defence Forces are expected to respect the right of each individual to dignity in their work environment and in all activities of their service.

Command and authority will be exercised in such a manner that all personnel of the Defence Forces are respected for their individuality and diversity and are provided with a tolerant and safe place to work.

Bullying, sexual harassment and harassment in any form is **NOT** accepted by us and will **NOT** be tolerated. Our policies, procedures and actions will underpin the principles and objectives of this Charter and contribute to a professional work environment.

We recognise that the Defence Forces as a military organisation differs from all other workplaces. However, command and authority is never an excuse for bullying or other harassing behaviour.

All personnel of the Defence Forces, and civilians or contractors employed to work for the Defence Forces have a duty and responsibility to uphold this Charter.

Commanders at all levels have a specific responsibility to promote the provisions of this Charter. We also expect Commanders to lead by example, not only in respect of their own behaviour, but also in response to the behaviour of others.

(Nothing in this Charter overrules an individual's legal and statutory rights)



This Charter is endorsed by:

Representative Association of Commissioned Officers • Permanent Defence Force Other Ranks Representative Association
Reserve Defence Forces Representative Association