



Doula UK
Positive birth.
Supporting families.

Doula UK Gross Misconduct Policy

Following an investigation, the individual will either be subject to actions as detailed below or cleared of any inappropriate action or behaviour. All parties will then receive, in writing the outcome of the investigation and action to be taken.

Here is a non-exhaustive list of examples that would warrant disciplinary action:

- Not adhering to Doula UK Policies, Code of Conduct or Philosophy
- Not adhering to Doula UK Social Media and Forum Guidelines
- Breaking client confidentiality, except where required in discussing a complaint with your designated member of the CT and/or Mentor.
- Aggressive behaviour to a client or another doula

Gross Misconduct:

If, after investigation, it is confirmed that a member, course provider or facilitator has committed an offence of the following nature (the list is non-exhaustive), the normal consequence will be dismissal without notice.

- Theft, fraud, deliberate falsification of records
- Fighting, assault on another person, violence and abusive behaviour
- Deliberate damage to the property, reputation or interests of Doula UK
- Serious incapability to perform the role as agreed with a client, to the required standard
- Serious incapability through alcohol or being under the influence of illegal drugs
- Serious negligence which causes unacceptable loss, damage or injury

- Bullying, targeting or otherwise harassing in any manner likely to cause injury or distress physically, mentally or emotionally either in person or on social media, and including malicious damage to property or reputation
- A breach of the general duty to safeguard confidential information and to ensure that such information is not released to a third party except for authorised and legitimate business reasons
- Inappropriate use of data obtained through access to clients' personal records