



WORKPLACE POLICY

DIP-CO Workplace Policy

At DIP-CO (Divine Initiative Psychology and Counselling Organization), we are committed to creating a workplace that reflects our mission of nurturing emotionally healthy individuals, strengthening families, and building resilient communities. We believe that a healthy workplace is essential to delivering meaningful and lasting social impact.

Our Workplace Model

DIP-CO operates a **hybrid workplace**, combining virtual collaboration with in-person engagement. Depending on programme needs and organizational priorities, our team may work remotely or on-site while maintaining high standards of professionalism, communication, and service delivery.

Our Workplace Commitments

We are committed to providing a workplace that is:

- **Respectful and Inclusive** – We foster a culture of dignity, respect, diversity, and equal opportunity for all employees, associates, volunteers, interns, and partners.
- **Collaborative** – We value teamwork, open communication, shared learning, and mutual support.
- **Professional and Ethical** – We uphold integrity, accountability, confidentiality, and ethical practice in all our work.
- **Flexible and Supportive** – We encourage work practices that promote productivity, well-being, and work-life balance while meeting organizational responsibilities.
- **Safe and Healthy** – We strive to provide a physically and psychologically safe environment where everyone feels valued and supported.
- **Growth-Oriented** – We encourage continuous learning, innovation, leadership development, and professional growth.

Safeguarding and Confidentiality

Given the nature of our work with children, adolescents, young adults, and families, all team members are expected to uphold safeguarding principles, protect confidential information, and maintain the highest standards of ethical and professional conduct.

Equal Opportunity

DIP-CO is an equal opportunity organization. We are committed to fair and equitable recruitment, development, and engagement practices without discrimination based on race, ethnicity, nationality, gender, age, disability, religion, or other protected characteristics.



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Our Commitment

Every member of the DIP-CO team contributes to a culture of compassion, excellence, integrity, and service. Together, we are committed to equipping children, supporting parents, and transforming generations.