



EQUAL OPPORTUNITIES POLICY

We will provide this policy on request at no cost, in large print, in Braille, on tape or in another non written format.

Equal Opportunities

Dunedin Canmore is committed to embracing diversity, promoting equal opportunities for all and eliminating unlawful discrimination in all areas of its work.

The organisation will not discriminate between persons or groups of persons on the grounds of gender, sexual orientation, marital status, race, disability, age, language, social or country of origin, religion or other personal attributes, including beliefs or opinions such as, political, social and religious beliefs/opinions.

General Principles

Dunedin Canmore recognises that discrimination can be direct or indirect.

All applications for housing, employment and membership will be monitored to ensure that the policy is being followed. The data gathered will be treated in strictest confidence and will not be taken into account when assessing applications.

All employees have a legal responsibility to adhere to and actively promote the Equality & Diversity Procedure across all service areas throughout the organisation.

Employees must not discriminate, harass, victimise, abuse or intimidate employees or any other persons on any grounds. In addition, Dunedin Canmore expects employees to report to their Line Manager any discriminatory behaviour they become aware of.

The organisation will provide appropriate training to ensure that employees are aware of their responsibility for promoting equality and diversity.

Disciplinary action will be taken against employees who are found to have infringed these procedures.

The organisation will, where possible, consider any reasonable adjustments in relation to accommodating any religious observances which employees follow, such as time off to carry out religious worship.

As a Disability Confident employer, the organisation will give fair and full consideration to disabled applicants with regard to their aptitude and ability.

Wherever possible, the organisation will make reasonable adjustments under the Equality Act and will make every effort to continue the employment of any employee who becomes disabled during employment.