

# **POLICY ON EQUAL OPPORTUNITIES**

**Policy nr 004**

**of**

**17 Billion**

## **Policy**

**This charity is an Equal Opportunity Employer. This means that the policy is to ensure that no unlawful discrimination occurs, either directly or indirectly, against any person on the grounds of colour, sex, sexual orientation, marital status, age, race, religion, nationality or ethnic or national origin.**

**Direct discrimination is treating a person on one or more of these grounds less favourably than others are or would be treated in the same or similar circumstances.**

**Indirect discrimination is applying a requirement or condition which, although applied equally to all persons, is such that a substantial proportion of a particular group could not comply with it, and which cannot be shown to be justifiable.**

**Discrimination by victimisation is also recognised as unlawful.**

**Furthermore, the organisation recognises that employees of all racial groups have a right to equal opportunity. This Policy of equal opportunity and treatment will apply whenever the organisation is recruiting, transferring, promoting, assessing performance, disciplining or offering training or other opportunities for advancement.**

**The principal responsibility for providing Equal Opportunities in employment rests with Trustees. Each employee, associate and manager is required to be familiar with, and to implement, this policy and is urged to comply at all times not only with the letter but with the spirit of Equal Opportunity legislation and code of practice.**

**It is the responsibility of each manager to ensure that his or her treatment of employees and associates and the decision and approach taken within their own sphere of operations are devoid of discriminatory practices.**

**Trustees are collectively responsible for ensuring the satisfactory implementation of this Policy. They are empowered to thoroughly investigate and, if appropriate redress, any identified discriminatory incident or practice.**

20 February 2021 End