

## **EQUAL OPPORTUNITIES**

The Atholl Centre is an equal opportunities employer. The Centre is committed to ensuring that all staff and applicants for employment are protected from unlawful discrimination in employment.

### **What is Discrimination?**

1. Direct discrimination occurs when someone is treated less favourably and put at a disadvantage on discriminatory grounds in relation to her or his employment. Direct discrimination may even occur unintentionally.
2. Indirect discrimination occurs where the individual's employment is subject to an unjustified condition which one person, due to for example sex, race, or nationality, finds more difficult to meet although on the face of it, the condition or requirement is neutral.
3. Victimisation occurs where an individual is treated less favourably than colleagues because she/he has taken action to assert their statutory rights or assisted a colleague with information in that regard.
4. Harassment occurs where an individual is subjected to unwanted conduct that has the purpose or effect of violating that person's dignity or creates an intimidating, degrading, humiliating or offensive environment for the individual.

### **Trustee commitment:**

1. All employees and job applicants will be treated equally, fairly and with respect.
2. Training Development and progression opportunities are available to all employees.
3. No employee, or potential employee, will receive less favourable treatment or will be discriminated against on the grounds of sex, race, colour, religion, religious belief, nationality, ethnic or national origin, age, marital status, civil partnership, disability, sexual orientation, trade union membership or activity or on the basis of gender re-assignment.
4. All employees have a personal responsibility for the application of this equal opportunity policy.
5. An employee who believes she/he may have been unfairly discriminated against is encouraged to use out grievance procedure.
6. Any employee who conducts him/her self in a discriminatory manner (whether on the grounds of sex, race, colour, religion, religious belief, nationality, ethnic or national origin, age, marital status, civil partnership, disability, sexual orientation, trade union membership or activity or on the basis of gender re-assignment) toward another employee, customer or member of the public will be guilty of gross misconduct and will be subject to disciplinary action.