
12. Equal Opportunities Policy



Action 21's objective is to maintain operational standards to ensure that all its employees, volunteers and employment applicants are treated equally, irrespective of race, sex, sexual orientation, religion, disability, age, gender reassignment, marital status or ethnic origin.

Staff and volunteers will ensure that:

1. There shall be no discrimination in respect of race, sex, sexual orientation, religion, disability, age, gender reassignment, marital status, ethnic origin or if employees are working part-time or on fixed term contracts.
2. They take personal responsibility for the practical application of this policy, which applies to the treatment of customers, suppliers and the general public as well as to fellow workers.
3. In the event that they consider they have been the subject of unfair discrimination, or any form of harassment or victimisation, they refer to Action 21's Grievance Procedure.

Staff will ensure that:

1. Recruitment, promotion, training, development and redundancy shall be determined on capability and merit only.
2. Any employee, manager, supervisor or trustee that is involved in recruitment, promotion or training has specific responsibility for the practical application of this Equal Opportunity policy.
3. Any employee or trustee who has been determined to have committed an act of unlawful discrimination shall be subject to disciplinary action according to Action 21's Disciplinary Rules and Procedures.

Note: If there is any doubt about the terms of this policy or its application, the General Manager should be consulted.

Action 21, The Re-Useful Centre, Unit 3 Milverton House, Court Street, Leamington Spa CV31 2BB
Office: 01926 339077, Shop: 01926 886438
info@action21.co.uk | www.action21.co.uk

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