



## Policy on Equal Opportunities, Diversity and Harassment

Adopted by the Winter 2010-11 Board meeting

Next review due on or before: Winter 2011-12

In line with its status as a charity set up to help inclusion within society, AACT confirms its commitment to a comprehensive policy of Equal Opportunities in which individuals are selected, developed, appraised and otherwise treated on the basis of their **relevant** merits and abilities and are given Equal Opportunities within the Charity.

The object of this policy is to ensure that:

no applicant, volunteer, trustee, director, member, student intern, supplier, provider, contractor or user of facilities shall be discriminated against on account (for example) of his or her sex, sexual orientation, gender identification, marital status, Civil Partnership status, family responsibilities, race (including colour, nationality, ethnic or national origins and citizenship), religion or belief, political belief, membership (or non-membership) of a Trades Union, disability (including HIV status), age or socio-economic background.

AACT opposes any form of discrimination on these stated grounds unless it can be objectively justified as genuine, substantial, reasonable and within the law.

Evidence of discriminatory behaviour (including harassment) will be treated as a potential disciplinary matter and could result in cessation of the individual's association with the Charity.

The effective implementation of this policy can only be achieved by all those associated with AACT acting appropriately. The implementation of this policy will be aided by publishing it and by drawing attention to it in other communications as relevant.