

All Survivors Project Equal Opportunities Policy

All Survivors Project Foundation is committed to providing equal opportunities to all persons without discrimination. It is the policy of All Survivors Project Foundation to ensure equal employment opportunity without discrimination or harassment on the basis of colour, sex, ethnicity, religion, gender, gender identity, nationality or national origin, disability, pregnancy, sexual orientation, age, marital status, immigration or citizenship status, creed, genetic predisposition or carrier status. All Survivors Project Foundation prohibits and will not tolerate any such discrimination or harassment.

Statement of policy

- (a) It is the policy of All Survivors Project Foundation to ensure that no job applicant or employee receives less favourable treatment on the grounds of colour, sex, ethnicity, religion, gender, gender identity, nationality or national origin, disability, pregnancy, sexual orientation, age, marital status, immigration or citizenship status, creed, genetic predisposition or carrier status. The organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.
- (b) All Survivors Project Foundation recognises that adhering to the Equal Opportunities Policy, combined with relevant employment policies and practices, maximises the contribution by individuals which is in both the organisation's and employees' best interests. All Survivors Project Foundation recognises benefits in having a diverse workforce with different backgrounds, solely employed on ability.
- (c) Recruitment, training and promotion policies are applied equally to all individuals on the basis of job requirements and the individual's ability and merits.
- (d) All employees of All Survivors Project Foundation will be made aware of the provisions of this policy.

Recruitment and promotion

- (a) Advertisements will provide clear and accurate information to enable potential applicants to assess their suitability for the post. Information about vacancies will be provided in such a manner that it does not restrict applications on the basis of colour, sex, ethnicity, religion, gender, gender identity, nationality or national origin, disability, pregnancy, sexual orientation, age, marital status, immigration or citizenship status, creed, genetic predisposition or carrier status.
- (b) Recruitment information will not imply a preference for one group of applicants unless there is a genuine occupational qualification which limits the post to this particular group, in which case this must be clearly stated.
- (c) All vacancies will be circulated internally and externally.
- (d) All selection will be professionally conducted against defined criteria and will take into consideration only the applicant's suitability for the job.

Employment

- (a) All Survivors Project Foundation will not discriminate on the basis of colour, sex, ethnicity, religion, gender, gender identity, nationality or national origin, disability, pregnancy,

sexual orientation, age, marital status, immigration or citizenship status, creed, genetic predisposition or carrier status in the allocation of duties between employees employed at any level with comparable job descriptions.

Training

(a) Employees will be provided with appropriate training, career guidance and support regardless of colour, sex, ethnicity, religion, gender, gender identity, nationality or national origin, disability, pregnancy, sexual orientation, age, marital status, immigration or citizenship status, creed, genetic predisposition or carrier status.