

Company Name .....

## EQUAL OPPORTUNITY POLICY

a. It is our policy that there should be equal opportunity for, and no discrimination against, employees or applicants for employment with the yard on any grounds including:

- colour, race, nationality or ethnic or national origins;
- sex, marital status, sexual reassignment or sexual orientation;
- disability;
- religion or belief;
- age
- pregnancy and maternity

The business commits to make reasonable adjustments for disabled employees.

b. Discrimination can be direct or indirect. Direct discrimination occurs when one person is treated less favourably than another on one or more of the protected characteristic set out in (a) above. Indirect discrimination occurs when a provision, criterion or practice is imposed which has the effect of disadvantaging people who share certain protected characteristics and is not objectively justifiable.

Discrimination can also be associative where a person is associated with someone who has a particular protected characteristic and by perception where someone thinks a person has a particular protected characteristic whether they do or not.

c. It is responsibility of all employees to comply with this policy and if an employee is found to have discriminated against someone then legal proceedings can be taken against the employee as an individual as well as against the yard;

d. The yard will not tolerate any unlawful discrimination committed by an employee whether direct or indirect or in any way. If an employee commits such discrimination he or she will be liable to disciplinary action which could include dismissal

e. An employee who considers himself or herself to be the victim of discrimination may in the first instance be able to resolve the matter informally by explaining clearly to the perpetrator that their behaviour is unacceptable. Where it is not possible to resolve a matter informally, the employee should raise a grievance with their employer using the standard grievance procedure (as set out in the Agreement between the NTF and NARS dated February 2018, a copy of which is available from .....)