

# **Leicestershire and Rutland District Folk Committee**

## **EQUAL OPPORTUNITIES POLICY**

The Leicestershire and Rutland District Folk Committee recognises that everyone has a right to equal opportunity.

No job applicant, employee, member, volunteer, helper or individual to whom it provides services shall be discriminated against on the grounds of:

- gender (including sex, marriage and gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age.

The Committee aims to promote equal opportunities and eliminate discrimination and harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees, volunteers, members, helpers, participants in activities and beneficiaries shall be treated fairly and with respect.
- Participation shall be open to all. .
- Selection for employment, volunteering, promotion, training or participation in any activity or benefit shall be on the basis of aptitude, ability and merit.

Any restriction on participation in any particular activity by specific groups of individuals (such as children) shall be objectively justifiable

All employees, volunteers and helpers have a legal and moral obligation not to discriminate unfairly and to report incidents of discrimination against any individual or group of individuals to a member of the Committee

The successful implementation of this policy depends on the awareness and commitment of all volunteers and members of the committee. All new staff, volunteers, helpers and members of the Committee shall be made aware of this policy.

This policy was approved by the Committee on 15 April 2011

It was reviewed on 2 February 2014 and will be reviewed again no later than February 2017