

ZANE: Zimbabwe A National Emergency

Equal Opportunities Policy

Statement of Commitment: Equality and Diversity

ZANE is committed to the policy of equal treatment of all employees, volunteers, trustees, service users, suppliers, applicants and all associated with the activities of the organisation.

All our staff, trustees, volunteers, associates and contractors are expected to treat each other and members of the public with due regard for the ethical and legal framework of the Universal Declaration of Human Rights, and therefore not to discriminate on the grounds of age; colour, ethnicity or race; disability, impairment or health condition; faith, religion, creed or belief; gender; language or dialect; sexual orientation; and social or marital status.

Our interpretations of key terms in this policy are influenced by relevant sections of the Equality Act 2010 in Great Britain, and by associated codes of practice and guidance documents issued since 2010 by the Equality and Human Rights Commission (EHRC).

Definition

Specifically, discrimination is prohibited in:

- treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, disability, age or membership or non-membership of a trade union, less favourably than others;
- expecting an individual solely on the grounds stated above to comply with requirements for any reason whatsoever related to their employment, which are different to the requirements for others;
- imposing on an individual requirements that are, in effect, more onerous on that individual than they are on others, e.g. applying a condition, not warranted by the requirements of a job or project that make it more difficult for members of a particular race or gender to comply with;
- victimisation of an individual;
- harassment and/or bullying of an individual by whatever means, including e-mail and social media;
- any other act, or omission of an act, that has as its effect the disadvantaging of an individual against another, or others, purely on the above grounds.

Application of the Policy

ZANE's Equal Opportunities Policy will apply in the following circumstances:

- recruitment of employees and volunteers;
- terms and conditions of employment;
- access to training opportunities;
- disciplinary action;

- service delivery;
- recruitment of suppliers;
- promotion of the organisation and its work.

In all instances where employees are required to make judgements of other employee/volunteers it is essential that merit, experience and skills are considered as objectively as possible and are the sole grounds for such decisions.

ZANE will immediately investigate any claims of discrimination on the above grounds and, where proven, appropriate action will be taken.

Responsibility for ensuring that this policy is adhered to rests with the Chief Executive.

Date policy adopted: April 2017

Last Reviewed: December 2019

Due for review: Autumn 2021