



# Equal Opportunities Policy statement

The Women's Liberation Collective is committed to the principle of equal opportunity in employment.

Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee or volunteer receiving less favourable treatment because of a protected characteristic within the Equality Act 2010 which are sex, race (including colour, nationality, ethnic or national origin and caste), religion or belief, disability, sexual orientation, pregnancy or maternity, gender reassignment, marriage/civil partnership and age. In accordance with our overarching equal treatment ethos, we will also ensure that no-one is treated less favourably on account of their trade union membership or non-membership, or on the basis of being a part-time worker or fixed term employee. The Charity's objective is to ensure that individuals are selected, promoted, and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Management has the primary responsibility for successfully meeting these objectives by:

- Not discriminating in the course of employment against employees or job applicants.
- Not inducing or attempting to induce others to practise unlawful discrimination.
- Bringing to the attention of employees that they may be subject to action under the disciplinary procedure for unlawful discrimination of any kind.

You can contribute by:

- Not discriminating against fellow employees, customers, suppliers or members of the public with whom you come into contact during the course of your duties.
- Not inducing or attempting to induce others to practise unlawful discrimination.
- Reporting any discriminatory action to your Line Manager.
- Trustees should report discriminatory action to the Chair of Trustees.

The successful achievement of these objectives necessitates a contribution from everyone and you have an obligation to report any act of discrimination known to you.

If you consider that you are a victim of unlawful discrimination you may raise the issue through the complaints procedure.