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XXXX as an Equal Opportunities Employer (EOE)

Our Equal Opportunities Policy

In order to promote an environment within which XXXX can benefit from the widest range of knowledge, skill sets and experience, as well as ensuring compliance with the relevant legislation and codes of practice, the company is committed to treating all applicants and employees in the same way regardless of race or colour, nationality or national or ethnic origin, religion or religious belief, sex or marital status, sexual orientation, disability or age.

Persons Affected by this Policy

Any person carrying out work for, or on behalf of, XXXX on any contractual or informal basis. This policy also applies to the advertisement of jobs, recruitment and appointment to them, training, conditions of work, pay and to every other aspect of employment. The policy also applies to the treatment of our customers.

Legal Requirements

There are numerous pieces of legislation supporting the XXXX Equal Opportunities Policy. These include, but are not limited to:

- Disability Discrimination Act
- Equal Pay Act
- Rehabilitation of Offenders
- Sex Discrimination Act
- Human Rights Act
- Employment Act
- Race Relations Act
- Employment Equality Regulations
- Sex Discrimination Burden of Proof Regulations

Grievances

If at any time, employees feel they have been treated less favourably than others in relation to equal opportunities, they may use the company's harassment procedure for presenting a complaint about the discriminatory conduct. All reports will be dealt with in strictest confidence. If you wish to request information about XXXX's harassment procedure, please enquire with the company director.

Reasonable Adjustments

Employees who are disabled, or become disabled in the course of their employment, should inform and may also wish to advise the company, of any "reasonable adjustments" to their employment or working conditions which they consider would assist them in the performance of their duties. Careful consideration will be given to any proposals of this nature and where reasonable, or reasonably practicable, such adjustments will be made. There may however be circumstances where it will not be reasonable, or reasonably practicable, for the company to accommodate those proposals and where less favourable treatment may be justified in accordance with the statutory provisions.

Responsibilities

The director of XXXX is responsible for ensuring that the company adheres to the Equal Opportunities Policy across all levels of business, and to whom any concerns or suggestions should be channelled...

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