

Statement of intent

- 1) EUCAN CIC is committed to achieving equality of opportunity. We expect all our staff, members and volunteers not to behave in a discriminatory way towards fellow staff, volunteers and partners.
- 2) We shall strive to deliver this guiding principle by practising the behaviours and values set out in this Equality and Diversity policy.

Principles

- 1) We have a legal obligation to ensure that we do not discriminate in the ways in which we provide access to our services, or in how we treat our employees. Everyone should have a right to work in an environment where they feel valued for their contribution and where diversity is recognised as a benefit.
- 2) No group or individual should be intentionally or unintentionally discriminated against for reasons of any protected characteristic, as defined by the Equality Act 2010. The protected characteristics are age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership, and, pregnancy and maternity.

Policy

- 3) EuCAN CIC **Shall** :-
 - a) Strive for equality where all can participate and have the opportunity to fulfil their potential solely on the basis of their ability, aptitude and competence.
 - b) Promote social inclusion and tackle discrimination.
 - c) Embrace positive action whenever possible.
 - d) Aim to provide an environment in which all persons feel equally valued.
 - e) Ensure that eligible people will have an equal opportunity for placement irrespective of their sex, sexual orientation, marital status, age, disability, race, colour, religion, belief, nationality, or ethnic or national origin.
 - f) Strive to be an equal opportunities employer and to reflect the diversity of society.
 - g) Always respect the right of the volunteer to decline a task at any time.
- 4) EuCAN CIC **Shall NOT** tolerate :-
 - a) Discrimination or harassment in any form.
 - b) Inappropriate behaviour or language.

Responsibilities

Directors and leaders are responsible for taking all reasonable steps to prevent discrimination and/or harassment at work, and shall take appropriate action if it occurs.

March 2024