

EQUAL OPPORTUNITIES POLICY

The aim of this policy is to communicate the commitment of the Board of Dornoch and District Community Association (DADCA) to the promotion of equality of opportunity, and to outline what DADCA will do to implement that commitment.

Statement of Intent

DADCA wholeheartedly supports the principle of Equal Opportunities as outlined by the Scotland Act (1998).

The organisation will ensure the prevention and elimination of discrimination, either direct or indirect, between persons on grounds of age, disability, gender, race, religion, sexual orientation, or social status.

Decisions surrounding the recruitment, development (including training, promotion, career management and career progression) and retention of staff (whether paid or volunteer) will be based solely on objective and job-related criteria.

All those working with DADCA have the right to work in an environment free from discrimination, prejudice and all forms of harassment or bullying. Where any such practice is identified appropriate action will be taken.

DADCA has to rise to the challenge of achieving standards that match those of best practice, if we are to recruit and retain the volunteers we need and users deserve. This means demonstrating a commitment to equality and diversity issues in all that we do.

Within the framework of the law, we are committed to achieving and maintaining a volunteer workforce which broadly reflects the local community in which we operate. This ensures that DADCA is able to deliver services that are fair, accessible, appropriate and responsive to the diverse needs of different groups and individuals.

Who the policy applies to

The Equal Opportunity policy applies to all those who work with DADCA, either on a voluntary or paid work basis.

Outline of specific commitments/actions which will be undertaken

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy.