



## EQUAL OPPORTUNITIES POLICY STATEMENT

### **Our Commitment**

The Ashok Tree welcomes diversity and is committed to the promotion of equal opportunities in its service provision, volunteer activity and in its employment and managerial practices. We will strive to ensure that no one connected to the Ashok Tree receives less favourable treatment than others on the grounds of ethnic background, culture, age, religion, sex, sexuality, disability, class, health or marital status or by any condition or requirement which cannot be shown as justifiable.

The Ashok Tree views all forms of discriminatory language and behavior as demoralizing for those who are affected and degrading for those who indulge in it. Racist, sexist, ageist or otherwise oppressive language or behavior is not acceptable from either service providers or users.

In order to ensure that all sections of the community benefit from the services offered by the Ashok Tree it is essential that staff and management and others such as volunteers, who are involved in our service provision, develop an understanding and respect for the range of needs within the communities where we operate and where we serve. This would include a personal commitment and responsibility to understanding and accepting that forms of bigotry such as racism, sexism, ageism, etc. are oppressive and must be challenged. We are committed to promoting positive attitudes and implementing strategies that promote positive attitudes towards individuals and groups facing discrimination. We also acknowledge the need to be aware of discriminatory attitudes and behavior within our daily practice and working structures and recognize the need to explore ways of challenging and dealing with this.

In order to effectively implement its intentions in equality of opportunity, the Ashok Tree is committed to ensuring that all staff, management and volunteers are aware of and identifies with these aims and will introduce measures in order to address and combat all direct and indirect discrimination. This includes promoting and encouraging awareness through training, supervision and support within the organization.

### **Responsibilities and duties**

- Each staff member, volunteer and Management team member will hold responsibility or ensuring that this equal opportunities policy is implemented.
- Each of the above will be provided with a copy of this equal opportunities policy when



commencing their work relationship with the Ashok Tree.

- As part of their induction, the Management Team or their designee will explain the policy to the inductee and highlight any areas or issues of particular concern.
- The inductee must bring to the attention of the Management Team any issues of concern that they have or may develop in relation to this policy and its implementation.
- If the issue is a complaint, then the Ashok Tree Complaints Procedure must be followed.
- The Management Team has the responsibility to review this policy every year. They will monitor how the Ashok Tree has performed in line with this policy and update as required.
- All Ashok Tree staff, volunteers and service users will be made aware of the policy and how to obtain it.