



Equal Opportunities Policy

9CC Group's aim is to ensure that all of its employees and job applicants are treated equally irrespective of disability, race, colour, religion, nationality, ethnic origin, sex, sexual orientation, marital status or age. The Organisation shall appoint, train, develop and promote on the basis of merit and ability.

All Employees have a duty, both morally and legally, not to discriminate against individuals. This means that there shall be no discrimination on account disability, race, colour, religion, nationality, ethnic origin, sex, sexual orientation, marital status or age. Employees have a personal responsibility for the practical application of 9CC Group's Equal Opportunities Policy which extends to the treatment of members of the public and employees

Trustees, Managers and supervisors who are involved in the recruitment, selection, promotion and training of employees have special responsibility for the practical application of the Equal Opportunities policy.

The Organisation's grievance procedure is available to any employee who believes that he or she may have been unfairly discriminated against.

Disciplinary action under the Disciplinary procedures shall be taken against any employee who is found to have committed an act of unlawful discrimination. Discriminatory conduct and sexual, racial harassment or bullying shall be regarded as gross misconduct.

If there is any doubt about appropriate treatment under this policy, employees should consult their manager.

Approved by the Board