

# SWINDON TAMIL ASSOCIATION

## EQUAL OPPORTUNITIES POLICY STATEMENT

Swindon Tamil Association is committed to promoting equality of opportunity and recognises that no staff, volunteers or service-users should experience discrimination on grounds of Race, Colour, Ethnic Origin, Nationality, Gender, Sexual Orientation, Marital Status, Disability, Religion or Age.

Swindon Tamil Association is committed to developing equal opportunities in all areas of its work and structure and in particular in the areas of employment, volunteering and service provision.

Every possible step will be taken to ensure that all staff, volunteers and job applicants are treated equally and fairly and selection is made solely on merit and objective criteria. The policy also covers conduct during employment.

All staff/volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the President or Secretary. If it had been determined that an act of discrimination has taken place, where appropriate, an enquiry will be conducted onto the complaint and appropriate action will be taken if an individual's behaviour is unfair or unacceptable.

In order to implement this policy the Swindon Tamil Association shall:

- i) Ensure that all staff/volunteers are given equal opportunity within the framework of the Association's activities.
- ii) Ensure that all staff/volunteers are aware of and support this policy and will be given appropriate training when needed.
- iii) Regularly review and monitor the policy to ensure its effective implementation.

The Executive Committee of the Swindon Tamil Association fully supports this Policy Statement.

Signed

Date:

President