

Equal Opportunities Policy

Camara (“the organisation”) is committed to policies and practices that provide equality of opportunity for all, protect the dignity of employees and volunteers and promote respect for others at work. All employees/volunteers are required to take personal and individual responsibility to comply with these policies in order to ensure they behave in a non-discriminatory way, and do not participate in any acts of inappropriate behaviour, harassment or bullying.

The organisation is committed to a policy of equal opportunities in employment/volunteering. All employment/volunteering decisions (ie. the recruitment and selection, promotion, training and development, and treatment of all individuals) in the organisation are based on merit, abilities, suitability, and qualifications. The company will not tolerate discrimination, bullying, harassment or sexual harassment by one employee/volunteer or group of employees/volunteers against another or others for any reason. Discrimination is defined as the treatment of a person in a less favourable manner than another person is, has or would have been treated, on any of the nine grounds listed below. Discrimination can also be taken to have occurred when a person is treated less favourably by virtue of their association with a person who is a member of one of these nine groups. No employment practices, treatment or decisions will be influenced or affected by an employee’s/volunteer’s or potential employee’s/volunteers’:

- Gender
- Marital Status
- Family Status
- Sexual Orientation
- Religious belief or lack of religious belief
- Age (16+)
- Disability or the nature of disability
- Race, colour, nationality or ethnic or national origin
- Membership of the Traveller community



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The organisation is committed to promoting a friendly and harmonious working environment where every employee/volunteer is treated with respect and dignity, and in which no employee feels threatened or intimidated.

Camara, as an equal opportunities employer, fully subscribes to the principle of equal pay as defined in the Employment Equality Act 1998.

Camara also ensures management at all levels actively support, encourage and implement equality in the workplace. To this end, management have a responsibility to ensure that any complaints of breaches of this policy are investigated thoroughly and reported to your manager/supervisor/CEO in a timely manner.

Promotion is open to all employees/volunteers of the company. Decisions are based on the existing skills, knowledge and behaviour required to perform a job to company standards, and those required in the future.

Any employees/volunteers with questions or concerns about any type of discrimination in the workplace are requested to bring these issues to the attention of their immediate manager/supervisor/office manager for resolution. Employees/volunteers can raise concerns and make reports without fear of reprisal. All complaints will be treated confidentially as far as is reasonably practicable.

All employees/volunteers are required to take personal and individual responsibility to comply with this and related policies, and behave in a non-discriminatory way. Any employee/volunteer contravening this policy and unlawfully discriminating against another employee/volunteer or potential employee/volunteer will render himself or herself liable for disciplinary action, up to and including termination of employment/volunteering.

All of the organisation's policies, procedures and work practices will be reviewed on an annual basis to ensure that they contribute, as far as possible, to the promotion of equal opportunities for all.

