



## Equal Opportunity & Diversity Policy

Choose2 Youth is committed to providing an environment that is inclusive. We acknowledge differences in skills, abilities, experiences, backgrounds and understanding and actively seek to support our members, staff and volunteers so that they can have a fulfilling and positive experience.

As part of a planned strategy, Choose2 Youth will undertake the following measures to alleviate direct and indirect discrimination in the work it undertakes, services it provides and its employment practices:

- To keep under review its policies, principles, strategies and its decision making processes and introduce special measures to develop ways of combating discrimination within its own practices which directly or indirectly affect minority groups.
- To promote a greater awareness of the needs of those who might be experiencing discrimination and develop strategies to ensure that in its practices and procedures Choose2 Youth is doing everything it can do meet those needs.
- To work to ensure that the services Choose2 Youth provides are relevant and accessible to individuals or groups who might experience discrimination.

We are committed to:

- Promoting a good and harmonious working environment in which all persons are treated with respect and dignity, and in which no form of intimidation or harassment will be tolerated.
- Preventing any form of direct or indirect discrimination or victimisation.
- Promoting equal opportunities for everyone.
- Promoting equal opportunities for people with disabilities.
- Promoting equal opportunities for the beliefs of all individuals.
- Promoting equal opportunities for ethnic minorities.
- Promoting equal opportunities for people of all sexual orientation.
- Fulfilling all legal obligations under the relevant legislation and associated Codes of Practice.

In order to implement this policy, Choose2 Youth will ensure that:

- The policy is communicated to everyone.
- Ensuring that all directors, staff and volunteers are aware of, understand, agree with and are willing to implement the policy
- Actively encouraging trustees, staff and volunteers to participate in equal opportunities training and making time and resources available for such training.
- Regularly review and monitor and implement any recommendations that enhance this policy.
- All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Choose Youth