

Equal opportunities

The Association is committed to the furtherance of equal opportunities.

Purpose of this paper

To set out a policy on the equal opportunities commitment and practice of members and of the Association. This paper should be read in conjunction with the Association's **Code of Practice** document.

To accomplish this, certain responsibilities fall upon members and the Association.

Members' responsibilities

By their words and actions, members should:

- Seek to keep themselves informed about the cultural diversity of the communities in which they work
- Promote the equal worth and equal access of all those with whom they have professional contact
- Respect each other without regard for ethnicity, gender, religion, disability and other forms of diversity present in society
- Promote the use of language sensitive to the ethnic, sexual, religious and other forms of diversity present in society.

If members are concerned that activities or policies in the workplace encourage discrimination against any individual or group, they should seek advice from the general secretary.

The Association's responsibilities

The Association will:

- Recognise and respect the cultural, religious, social and other diversities of members, employees and all those with whom it has professional contact
- Apply equal opportunities principles in respect of its own dealings with members and employees
- Keep under review membership of the Association, its committees and working groups
- Advise and support members who act in pursuit of their responsibilities under this policy
- Keep its practices, policies and other documentation under review by comparing them with the commitments identified in the equal opportunity policy.