



Equal opportunities and dignity at work – The Devon Federation of Young Farmers Clubs

1. Policy Statement

- 1.1 The Employer undertakes that it will provide equal opportunities to all employees, or potential employee, contractors, potential contractors clients and potential clients, irrespective of their; race, ethnic origin, nationality, disability, age, sex, gender reassignment, sexuality, religion or belief, pregnancy, maternity, marriage/civil partnership, social class or part time/fixed term status.

2. General

- 2.1 This policy takes into account the provision of the Equality Act 2010 (EQA 2010), the Rehabilitation of Offenders Act 1974 and the Protection from Harassment Act 1997.

All employees, whether part time, full time, fixed-term or temporary, will be treated fairly and equally. This policy applies;

- Inside the workplace
 - Outside the work place in a work-related context, such as business trips or work-related social events.
- 2.2 DFYFC will take all reasonable steps to ensure that selection for employment, promotion, training or any other benefit will be solely on the basis of aptitude and ability, having, where appropriate, considered any reasonable adjustment. The DFYFC will also take all reasonable steps to ensure a working environment in which all employees are treated with respect and dignity.
- 2.3 This will include taking action in relation to dealing with any third parties (within the YFC community) who are found to have

committed an act or improper or unlawful harassment against the Employer's employees.

- 2.4 It is the responsibility of every employee, irrespective of role or seniority, to abide by and take personal responsibility for the implementation of this policy. This includes;
- Employees having a duty to draw to the attention of their line Manager any suspected incidents of this policy being breached which may be or become known to the employee
 - Employees ensuring that they do not retaliate, or otherwise victimise any colleagues who have made allegations or complaints relating to a breach, or potential breach of this policy.
- 2.5 Any employee who fails to provide equal opportunity to any other employee or potential employee, contractor or potential contractor, client or potential client, or any of the grounds detailed above will be subject to the Employer's disciplinary procedure.
- 2.6 In serious cases, such behaviour may be deemed to constitute gross misconduct and as such, may result in summary dismissal. Employees should bear in mind that they can be held personally liable for any act of unlawful discrimination. Employees may commit serious acts may also be guilty of criminal offenses.

3. Monitoring and Reviewing

- 3.1 Compliance with this policy will be monitored regularly and the policy itself will be reviewed regularly and amended if necessary.
- 3.2 To ensure continuing awareness of this policy, the following steps will be taken;
- The policy will be copied to all employees prior to commencement of employment