

## West Alness Residents Association

### Policy on Equal Opportunities

West Alness Residents Association is committed to a policy of equality of opportunity, to following practices and to providing a service which is free from unfair unlawful discrimination. We ensure that no volunteer or member of staff is subject to less favourable treatment on the grounds of gender, marital status, race, colour, nationality, ethnic or national origins, age, sexual orientation, responsibilities for dependants, physical or mental disability or offending background or is disadvantaged by any condition which cannot be relevant to performance.

West Alness Residents Association actively promotes equality of opportunity for all, with the right mix of talent, skills and potential and welcomes applications as volunteers or employees from a wide range of candidates, including those with criminal records. The selection of any candidates for interview will be based on skills, qualifications and experience.

West Alness Residents Association upholds equal opportunities and works towards good relations amongst all members of the community, specifically prohibiting any conduct which discriminates or harasses on the grounds of race, religion, political belief, sex or sexual orientation.

West Alness Residents Association expects that all volunteers, employees, committee members will work towards maximising the full potential of those working on any project undertaken in West End Community Centre or outwith its curtelages. It is expected that all those involved will report to the committee any form of discrimination and, depending on the circumstances, challenge forms of discrimination which may include:

Racism – based on the belief or theory that human abilities are based on their ethnicity or culture

Xenophobia – distrust or fear of people from a different country to his or her own (not the same as racism)

Homophobia – fear of and discrimination against people in same gender relationships

Sexism – based on the assumption that a person's abilities and social functions are predetermined by their biological sex

Sectarianism – prejudice or discrimination based on religious difference.

West Alness Residents Association is committed to the inclusion of persons with learning difficulties or physical disabilities.

Adopted October 2000 and updated.