



## Crossens Community Association Equal Opportunity Policy

Crossens Community Association will do its up most to secure equality of opportunity in all its activities. This applies to volunteer workers and users of the Crossens Community Centre

### Policy

The Crossens Community Association was set up to promote and bring the community together and make a difference, where possible to the lives of the people of Crossens.

The Association recognise that in the society in which we live, groups and individuals have been discriminated against. We as an Association are committed to achieving equal opportunities in all area of our work.

The Association therefore opposes discrimination on the grounds of age, race, religion, sexual orientation, disability, marital status, health related reasons, political preferences and all forms of discrimination direct or indirect which restricts or hinders the promotion of equal opportunities.

Crossens Community Association is committed to being an equal opportunities employer. The policies we deliver ensure that no job applicant employee or volunteer-

- a. Receives less than favourable treatment on the grounds of disability, sex or membership to a minority group.
- b. Is disadvantaged by conditions or requirements that cannot be shown to be justifiable.

All selection criteria and procedures will be frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

Positive action to attract applications from under represented groups will also take place.

All employees and volunteers will be given equal opportunity and encouraged to progress within the Association.

The Association and all its members are committed to this programme of action to make this policy effective.