



Equal Opportunities and Discrimination

Policy

It is SOS Sahel UK's policy to treat job applicants and employees in the same way, regardless of their sex, sexual orientation, age, race, ethnic origin or disability. The organisation will take action if it appears that this policy is not fully effective.

Procedure

SOS Sahel UK is an equal opportunities employer.

In order to promote an environment within which the organisation can call upon the widest possible range of knowledge, skill and experience, as well as ensuring compliance with relevant legislation and codes of practice, we are committed to achieving and maintaining a workforce which represents the population within our recruitment area in terms of race or colour, nationality or national or ethnic origins, sex or marital status and disability.

The recruitment and selection of employees shall be carried out in accordance with this code of practice.

We shall regularly review the operation of our recruitment, promotion, training and development policies to ensure that no applicant for employment or member of staff is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

If, at any time, employees feel that they have been treated less favourably than others, in relation to equal opportunities without reasonable justification, they should raise the matter with their manager.

In the event that any employee has been the subject of discrimination by another employee in terms of physical or verbal abuse or harassment, he or she should inform his or her manager immediately.

The perpetrator of any proven instance of discrimination will be subject to disciplinary action and may be dismissed.

Signed: _____ (Chair of Trustees)

Date: _____

SOS Sahel UK, The Old Music Hall, 106-108 Cowley Road, Oxford, OX4 1JE
Tel: +44 (0)1865 403305
Fax: +44 (0)1865 403306
Email: mail@sahel.org.uk
www.sahel.org.uk

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