



EQUAL OPPORTUNITIES POLICY

1. Introduction

1.1 Empowered To Thrive CIC is committed to promoting equal opportunities for all individuals, regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected status.

1.2 This policy outlines our commitment to providing a fair and inclusive environment, free from discrimination or harassment, and to fostering a culture that respects and values diversity.

2. Policy Statement

2.1 Empowered To Thrive CIC aims to:

- Create an inclusive and diverse environment where everyone is treated with dignity and respect.
- Eliminate discrimination and promote equal opportunities in all aspects of our operations.
- Ensure that no individual or group receives less favorable treatment or is disadvantaged based on any protected characteristic.

2.2 We will actively:

- Encourage diversity and inclusivity in our workforce and volunteer base.
- Provide equal access to opportunities for professional growth and development.
- Take appropriate steps to accommodate the needs of individuals with disabilities.

3. Recruitment and Selection

3.1 Empowered To Thrive CIC is committed to:

- Ensuring that recruitment and selection processes are fair, transparent, and based on merit.
- Attracting a diverse pool of candidates for all roles within the organization.

4. Training and Development

4.1 Empowered To Thrive CIC will:

- Provide training and development opportunities for all staff and volunteers, regardless of background, to enhance their skills and capabilities.

5. Promotion of Equal Opportunities

5.1 We will:

- Promote this policy and our commitment to equal opportunities to all staff, volunteers, and participants.
- Encourage reporting of any incidents of discrimination or harassment.

6. Responsibilities

6.1 All staff, volunteers, and participants of Empowered To Thrive CIC are responsible for:

- Ensuring compliance with this policy.
- Treating others with respect and dignity.
- Reporting any incidents of discrimination or harassment in accordance with our reporting procedures.

7. Monitoring and Review

7.1 Empowered To Thrive CIC will:

- Regularly review and monitor the effectiveness of this policy.
- Take appropriate action to address any breaches of this policy.