

DOUGLAS BOROUGH COUNCIL EQUAL OPPORTUNITIES POLICY

The objective of Douglas Borough Council is to maintain operational standards so that all its employees and employment applicants are treated equally irrespective of race, sex, sexual orientation, religion, disability, age, marital status or ethnic origin. Employees are instructed to ensure the following:

1. There shall be no discrimination in respect of race, sex, sexual orientation, religion, disability, age, marital status or ethnic origin.
2. Promotion, training and development shall be determined on capability and merit only.
3. All employees have personal responsibility for the practical application of this Policy, which applies to the treatment of customers, suppliers and the general public as well as to fellow employees.
4. Any member, employee, manager or supervisor that is involved in recruitment, promotion or training has specific responsibility for the practical application of this Equal Opportunities Policy.
5. In the event that an employee considers he/she has been unfairly discriminated against that employee should refer to the Grievance Procedure as provided by the Douglas Borough Council.
6. Any employee who has been determined to have committed an act of unlawful discrimination shall be subject to disciplinary action according to the Council's Disciplinary Rules and Procedures.
7. If there is any doubt about the terms of this Policy or the application thereof employees should consult the Human Resources Department.

Douglas Borough Council is opposed to all forms of unlawful or unfair discrimination. All employees irrespective of the nature of their employment contract and job applicants (actual or potential) will be treated fairly and selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

Douglas Borough Council recognises the provision of equal opportunities in the workplace is not only good management practice but also makes for good business sense.

Douglas Borough Council are committed to promoting a good and harmonious working environment where all men and women are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated.