

Equal Opportunity Policy Statement

Friend of the Caribbean is committed to implementing and promoting equal opportunities in its activities, services and practice. It realises that discrimination exists in society (whether protected by law or not), and believes that this prevents potential and ability from being realised in young people and others. Friend of the Caribbean will not tolerate discrimination for any reason especially those mentioned below:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status or home responsibility
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background
- Refugee or asylum seeker status

Friend of the Caribbean also reserves the right to open its membership to any organisation who supports our aims and objectives.

As an umbrella body and representative organisation, Friend of the Caribbean realises that a genuine commitment to equal opportunities must operate on all of the following levels:

- Friend of the Caribbean will prevent unfavourable treatment, directly or indirectly, upon individuals from any group facing discrimination in its recruitment and deployment of human resources. Where discrimination does occur, it will be dealt with through the agreed procedures. This will be achieved by following the Friend of the Caribbean Equal Opportunities Policy.
- Friend of the Caribbean will seek to prevent discrimination and ensure equal representation in the services it provides, the structures that it facilitates and the practice through which it carries out its work. This involves the development of greater diversity in the management committee, networks and membership, to ensure a genuinely wide representation.
- Friend of the Caribbean recognises its special role in promoting equal opportunities and diversity throughout its membership. Friend of the Caribbean will seek to widen its own membership to more fully represent the diverse composition of the voluntary youth sector. It calls upon its members and partner organisations to actively address these issues in their own structures and will support them to do so. However, it will exclude from membership those organisations that actively work against the development of an equal opportunities policy over time, despite encouragement from Friend of the Caribbean.

This statement is the summary of Friend of the Caribbean Equal Opportunities Policy, which is the responsibility of all staff, volunteers and trustees of the organisation.

Monitoring and Review

The Policy will be constantly reviewed by the management committee to ensure that no Member of the group is put to a disadvantage either, directly or indirectly. This monitoring will apply to the practices of staff and volunteers, the member organisation, the composition of the Committees and the provision of services.

It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this Policy.

Due for review: 19/03/2010