

Equal Employment Opportunities Policy

Kitcher Risk Solutions is an equal opportunity employer.

We aim to create an inclusive workplace culture that fosters acceptance and respect for diversity and promotes human rights, tolerance and dignity for all. We seek to deepen understanding and knowledge of others and their beliefs and to celebrate diversity.

We will promote equal employment opportunities for employees and applicants.

No employee, contractor, temporary worker or job applicant will be treated less favourably, bullied, victimised or harassed on the grounds of their disability, sex, marital or civil partnership status, race, nationality, colour, ethnic or national origins, religious or similar philosophical belief, sexual orientation or age.

Kitcher Risk Solutions is committed to ensuring that the working environment is free from discrimination, harassment, bullying, vilification and victimisation.

Principles

Kitcher Risk Solutions is committed to fair and transparent employment practices. No person is unlawfully excluded from consideration for employment because of disability, sex, marital or civil partnership status, race, nationality, colour, ethnic or national origins, religious or similar philosophical belief, sexual orientation, age.

This policy applies not only to recruitment and hiring practices, but also includes affirmative action in the area of project allocation, promotion, rate of pay and termination.

Kitcher Risk Solutions will take action to prevent discrimination, harassment, vilification, bullying and victimisation and to promote a safe and inclusive school. Immediate and appropriate action will be taken to address and resolve equal opportunity issues and complaints.

Any individual who is the target of discrimination is encouraged to discuss the matter with the Director.

Any Kitcher Risk Solutions employee who engages in discrimination will be subject to disciplinary action which could result in suspension or termination. The accused individual may be suspended pending the outcome of the investigation.

Any managerial employee who knows of such behaviour and fails to take immediate and appropriate corrective action will also be subject to disciplinary action.

Retaliation against claimants will not be tolerated.

Policy authorised by



Clare Kitcher, Director

Date: 1 July 2016
EEO Policy V1.0