



## Equal Opportunities

ESAM is committed to a policy of promoting equality of opportunity for all volunteers, members, representatives and membership applicants.

We aim to create a harmonious and positive environment in which all individuals:

- Are treated fairly, with dignity and respect at all stages of involvement
- Are able to make best use of their skills, free from discrimination or harassment;
- All decisions are based on merit

We do not discriminate against any person on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics).

All are to have an equal chance to contribute and achieve their potential, irrespective of the above.

## Examples of Discrimination

Discrimination by or against an individual within an organisation is generally prohibited unless there is a specific legal exemption.

Discrimination may be direct or indirect and it may occur intentionally or unintentionally or by association or perception in certain circumstances.

Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics set out above. For example, rejecting an applicant on the grounds of their race because they would not “fit in” would be direct discrimination.

Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage. For example, a requirement to work full time puts women at a particular disadvantage because they generally have greater childcare commitments than men. Such a requirement will need to be objectively justified.

Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in the Anti-Harassment and Bullying Policy.

Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination, harassment, or supported someone else’s complaint.

## Resolving Complaints Regarding Equal Opportunities

If a complaint is made regarding discrimination it should be immediately documented and investigated using the Group Complaints Procedure.

The Area Service Delivery Manager should also be advised of any complaints so that IAM RoadSmart can assess any reputational risk that may need addressing.