

Equal Opportunities and Diversity Policy

Anexsys does not discriminate on grounds of protected characteristics. The following are protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

In particular, Anexsys does not discriminate on the grounds of protected characteristics in relation to:

- Recruitment and employment of personnel
- Promotion of staff
- Terms and conditions of employment
- The provision of services and acceptance of instructions
- Selection and use of third parties or agents

Anexsys is committed to providing equal opportunities in employment. This means that all job applicants and employees will receive equal treatment regardless of whether they have a protected characteristic.

With regard to deciding whether to accept work from clients or customers, an individual who has a protected characteristic shall be considered as irrelevant.

Anexsys will not discriminate against a person because they are perceived to possess any of the following relevant protected characteristics: age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.

Anexsys will not discriminate against a person because they associate with a person who possesses any of the following relevant characteristics: age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.

Anexsys will not have in place a condition, rule, policy or practice that applies to everyone in Anexsys but disadvantages a group of persons because of their age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or marriage and civil partnership, unless it can be shown that the condition, rule, policy or practice is a proportionate means of achieving a legitimate aim.

Where possible, Anexsys is committed to adapting its premises for wheelchair access.

A copy of this policy is provided to all staff on commencement of employment. All applicants and existing employees are made aware of this policy. Senior members of staff, and those with responsibility for recruitment, are advised and trained on the implementation of this policy.

ENFORCEMENT

Anexsys will not tolerate any act, or omission, which has as its effect the disadvantaging of an employee or applicant against another, purely on the grounds of protected characteristic. Discrimination, whether direct or indirect in nature, will not be tolerated in any form and any allegations of the same will be treated very seriously.

Any employee who feels they have been discriminated against, on the grounds of a protected characteristic, should follow Anexsys's Grievance Procedure.

Job Applicants who feel they have been discriminated against on the grounds of a protected characteristic should submit a complaint in writing to their Manager who will investigate the complaint, and provide a written response within 14 days.

Should any employee be found to have discriminated against any other person on the grounds of a protected characteristic, disciplinary action will be taken. Anexsys will also consider whether further training of staff may be necessary.