



## Equal Opportunities and Diversity Policy

The Organisation is committed to eliminating discrimination and encouraging diversity amongst our membership. Our aim is that our members will be truly representative of all sections of society and each member feels respected and able to give their best. The organisation does not tolerate any member who discriminates against, intimidates, or harasses another person, be this directly or through a second party or indirectly via another medium. Appropriate disciplinary action including dismissal will be taken against any member who is found to be in breach of the equal opportunities policy.

### Equal Opportunities and Diversity Policy.

- We will provide equality and fairness for all members and not discriminate on grounds of sex or sexuality, age, colour, race, ethnic origin, nationality, natural region, religion or disability.
- All individuals, whether Cadet, Ensign, Crewman, Department Chief, or Senior Officer, are treated fairly, equally and with respect.
- Decisions on recruitment selection, promotion, training and development, member relations and simm management are based on objective and job related criteria.
- All members will be given equal opportunity and where appropriate additional training to progress within the Fleet.
- All members must be aware of the equal opportunities and diversity policy and have personal responsibility for its successful implementation.

Any complaints about discrimination should be dealt with quickly and firmly through the Fleet's Judge Advocate General Department, and in conjunction with the Senior Fleet Command Team.

**This policy will be reviewed on an annual basis to ensure it is in line with equal opportunities legislation and the needs of the organisation.**