

Anti-Discrimination and Equal Opportunity Policy

1. Purpose

This policy establishes the commitment of [Organization Name] to providing a work and service environment free from discrimination, harassment, and victimization, and to promoting equal opportunity for all.

2. Scope

This policy applies to all employees, contractors, volunteers, service recipients, and stakeholders of [Organization Name].

3. Policy Statement

[Organization Name] is committed to fostering an inclusive environment where all individuals are treated with dignity and respect, irrespective of their race, color, religion, gender, sexual orientation, age, disability, or any other characteristic protected by law. Discrimination, harassment, or victimization of any kind will not be tolerated.

4. Definitions

- **Discrimination:** Unfair or unfavorable treatment based on protected characteristics.
- **Harassment:** Unwelcome conduct related to a protected characteristic that violates a person's dignity or creates a hostile environment.
- **Equal Opportunity:** Ensuring all individuals have fair access to employment, services, and participation.

5. Responsibilities

- **Management** must promote this policy and ensure its implementation.
- **Employees and stakeholders** must respect and adhere to the principles outlined in this policy.

6. Reporting and Complaints

Individuals who believe they have been subject to discrimination or harassment should report their concerns to their supervisor or the designated officer. All complaints will be taken seriously and addressed promptly and confidentially.

7. Review

This policy will be reviewed annually or as required to ensure its effectiveness and compliance with legislation.

[Organization Name]

Date of Issue: [____]

Next Review Date: [____]