

# Slow Theatre Company

## Equal Opportunities Policy

Slow Theatre Company aims to provide equality of opportunity in membership, recruitment, promotion, pay, benefits, health and training by adopting and following practices that are free from unfair or unlawful discrimination.

Slow Theatre Company aims to ensure that no member, employee or volunteer, receives less favourable treatment on the grounds of gender, disability or ill-health, marital status, race, ethnic or national origins, sexuality, age or religion or is disadvantaged by a condition or requirement that cannot be shown to be relevant to performance in the position. It also aims to ensure that no person is victimized or subjected to sexual, racial or any other form of harassment.

All member, volunteers and employees should be aware of the importance of this policy and should ensure that they do not, by their own actions, behaviour or attitudes, directly or indirectly (even unintentionally) discriminate against job applicants or fellow employees.

If an member, volunteer or employee is disabled, or becomes disabled during the course of their employment, reasonable steps will be taken to accommodate their disability by making reasonable adjustments to their employment or working conditions, or by offering redeployment and appropriate retraining to enable the employee to remain in employment. However, where this is not reasonably practical it may be necessary to terminate the contract of employment. Where an employee has a particular religious or cultural need that could conflict with their working requirements (for example the observance of prayer times and religious holidays),

Slow theatre Company will consider any reasonably practical changes, on a case by case basis, in order to meet the needs. Where practical, flexible working and/or unpaid time off in addition to public holidays will be considered.

Members, volunteers and employees may use the Grievance Procedure if they wish to complain about discriminatory conduct in the workplace. If the matter relates to sexual or racial harassment, or harassment on the basis of disability, then the grievance may be raised directly with the Chief Executive.

Further details can be found in the Harassment Policy.

Any members, volunteers or employees who discriminates or harasses a job applicant or another employee on the grounds of gender, disability or ill health, marital status, race, ethnic or national origins, sexuality, age or religion or who otherwise breaches this policy, will be subject to the disciplinary procedure and may be held personally liable for discriminatory acts in a court of law.