

	<p style="text-align: center;">Discrimination & Harassment Policy</p> <p style="text-align: center;">Essex Foster Carers Association</p>	<p>EFCA Valid until October 2023</p>
---	--	---

EFCA POLICY STATEMENT

We recognise that certain individuals and groups in society suffer discrimination on the grounds of age, sex, sexual orientation, race, colour, nationality, ethnic or national origin, religious belief, gender, gender reassignment, disability, and marital status, culture and socio-economic background.

We will seek to ensure that we do not engage in direct or indirect discrimination on the grounds above.

We will seek to ensure that our services and resources are relevant to all members and service users and are perceived by them as being so.

The aim of the policy is to ensure no job applicant, employee worker or volunteer is discriminated against either directly or indirectly on the grounds above.

The Trustees have primary responsibility for ensuring equal opportunities in service delivery and employment practice. All members, employees, workers and volunteers must adhere to this policy in the course of their work, monitor it on a day-to-day basis and report on its operation to the Trustee Board

Equal Opportunity

The EFCA is committed to a policy of equal opportunity and does not discriminate in the terms, conditions, or privileges involvement on account of race, age, colour, sex, ethnic origin, physical or mental disability, or religion or otherwise, and to act within current legislation.

Any employee, board member, volunteer or client who believes that they or any other person of the EFCA has been discriminated against is strongly encouraged to report this concern promptly to the Chair or Vice-Chair, or if they wish, to another officer or trustee of the Association

Discriminatory Harassment

Harassment, intimidation, or violence by a member, client or guest, because of that person's race, age, colour, sex, ethnic origin, physical or mental disability, or religion is unacceptable and may be grounds for termination of membership, along within the association, and or referral to the fostering service or other authorities. Harassment and intimidation includes abusive, foul or threatening language or behaviour.

Allegations of discriminatory treatment, harassment, or intimidation on any of these bases should immediately be reported to the Chair or Vice-Chair, or if they wish, to another officer or trustee of the Association; and where substantiated, prompt action will be taken.