

Equal Opportunities Policy

Herts Young Homeless (**hyh**) recognises that discrimination does exist which adversely affects several sections of this community, both in regard to their general well being, e.g. income, housing, health, education, and in their access to public services.

It is **hyh's** policy to promote equality and diversity in both employment and access to our services and to eradicate discrimination on unlawful grounds.

All individuals have a right to expect, and **hyh** has a responsibility to ensure, that no-one is disadvantaged as a consequence of their gender, colour, race, age*, ethnic or national origin, nationality, disability, religious or political beliefs and affiliations, marital status, family responsibilities, sexual orientation, gender reassignment or offending background.

The only exception to this Policy is where there are compelling legal imperatives.

hyh intends, through the implementation of this policy, to eliminate unlawful discrimination in its policies and practices. Employees should not be discriminated against during recruitment, selection, remuneration, training, promotion, discipline or dismissal.

Any employee who engages in victimisation, discrimination or harassment of any **hyh** employee, volunteer or service user should be aware that this would normally be seen as a disciplinary offence.

The operation of the policy applies to all matters that affect Directors, paid staff, students and volunteers, in addition to work with service users.

**Other than where funding dictates that services must only be available to those between certain ages.*