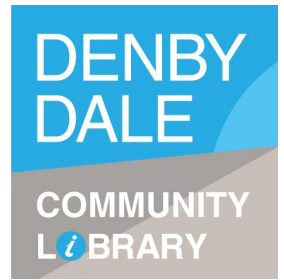


Equal Opportunities Policy



DDCL recognise that everyone has a contribution to make to our society and a right to equal opportunity. No volunteer will be discriminated against by us on the grounds of:

- gender (including sex, marriage and civil partnership, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age
- pregnancy and maternity.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All volunteers and customers will be treated fairly and with respect.
- Selection for volunteering, training or any other benefit will be on the basis of aptitude and ability.
- All volunteers will be helped and encouraged to develop their full potential, making reasonable adjustments where necessary so that the talents and resources of individuals are fully utilised to maximise the efficiency of the organisation.
- All volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Secretary.

The successful implementation of this policy depends on the awareness and commitment of members of the management committee. Hence, all new members of the management committee will be made aware of its existence on joining the organisation and reminded they must conform with it on a regular basis.

The policy will be monitored and reviewed biennially.