



# Peace Brigades International UK

## CULTURAL DIVERSITY AND EQUAL OPPORTUNITIES POLICY

PBI UK is committed to providing equal opportunities to its employees and volunteers and seeks to ensure that all employees and volunteers are treated and treat each other, with respect and dignity.

We aim to ensure that all employees, job applicants and volunteers, do not suffer unfair discrimination because of their gender, marital status, race, colour, nationality, ethnic origin, religious belief, age, disability or sexual orientation. We seek to ensure that all people with whom we work are valued for their contributions and are given the opportunity to realise their full potential within the organisation.

Recruitment, selection and other procedures aim to ensure that individuals are given equal opportunity in recruitment, training and promotion, and are treated on the basis of their relevant abilities and merits according to the requirements of the job. PBI UK is committed to a program of action to make the policy effective and to this end constantly reviews the procedures and monitors the results as appropriate.

In the course of our work there may be occasions where nationality has to be taken into account, for example on specific country projects where it is paramount that we are and are seen to be impartial. To maintain this impartiality it is our policy not to accept volunteers onto country projects if they are nationals of the country involved or if the project is in their country of origin. Subject only to such situations the principles of equal opportunities will apply to recruitment, promotion, training and all terms and conditions of employment.

Reasonable steps will be taken to prevent any form of discrimination, and employees and volunteers are expected to co-operate to make this policy effective.