

Creative Village Arts

Equal Opportunities & Good Relations Policy

1.0 Creative Village Arts (CVA) affirms its commitment to equality of opportunity in employment and will conform in all its actions with both the letter and the spirit of the Sex Discrimination (Northern Ireland) Order 1976 as amended, the Equal Pay Act (Northern Ireland) 1970 as amended, the Fair Employment (Northern Ireland) Acts 1976 and 1989, the Disability Discrimination Act 1995 and the Race Relations (NI) Order 1997.

2.0 CVA will seek to promote a good and harmonious working environment and atmosphere which will include maintaining a neutral working environment free from the display of flags, emblems and posters or any other display likely to give offence. Any behaviour or the display of any material which may give offence, harass, humiliate, threaten, intimidate or cause apprehension to any employee or group of employees because of their gender, marital status, religious belief, political opinion, disability, racial group, sexual orientation, age or whether or not a person has dependents is not acceptable and will not be tolerated.

3.0 This policy applies to staff, tenants, volunteers, patrons and visiting artists. It applies also to the treatment of:

- ◆ applicants for membership
- ◆ suppliers
- ◆ clients or customers
- ◆ other members of the public

4.0 The board are responsible for bringing this policy to the attention of all those to whom it applies and for overseeing and monitoring its implementation. It shall be distributed to all current and prospective tenants and will be displayed in the foyer of the building.

5.0 CVA will review this policy of equality of opportunity and the effectiveness of its implementation annually and report to the AGM.

This policy has been created with reference to the Guidelines of the Equality Commission for Northern Ireland