

Equality and Diversity at ELC

A REMINDER...

- As an ELC employee you should be treated with respect.
- As a colleague, it is unacceptable to engage in discriminatory behaviours and attitudes.
- The Equality Act 2010 protects everyone from discrimination, harassment and victimisation.
- The 9 protected characteristics are; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.
- There are 4 kinds of discrimination: direct, indirect, by perception, by association.
- You are also protected from harassment and victimisation.
- You need to be aware of Unconscious Bias and avoid making decisions which are influenced by assumptions, stick to the facts.