

Equal opportunities policy

Flight horizons recognizes that in today's society prejudice and discrimination is a large problem that causes some individuals and groups to be disadvantaged. This policy is in place to ensure that there is no discrimination within Flight horizons. It is important that this policy is carried out at all levels of flight horizons and with any dealings with individuals or groups from outside flight horizons.

There will be no discrimination based on:

- Colour
- Race
- Nationality
- Ethnic origin
- Religion
- Sex
- Sexual orientation
- Transsexualism
- Marital status
- Age
- Disability
- Employment status or
- Trade union membership.

Flight horizons will Employ, promote and train based on merit and ability. No employee or volunteers will be disciplined, dismissed or suffer any harm based on:

- Colour
- Race
- Nationality
- Ethnic origin
- Religion
- Sex
- Sexual orientation
- Transsexualism
- Marital status
- Age
- Disability
- Employment status or
- trade union membership

The Flight horizons grievance policy is available for anyone who feels that they have been discriminated against.

No member of Flight horizons who honestly raises a complaint that the equal opportunities policy has been broken will be victimised.

Reasonable and practicable adjustments should be made to ensure that facilities and services are available to people with disabilities.

If a person has reason to believe that the equal opportunities policy has been breached they should put their complaint in writing outlining the alleged incident(s), when and where they occurred, the harm caused, the name of the alleged discriminator and the names of any witnesses. The complaint should be

send to the chairman of the governing committee. If the complaint is against the chairman of the governing committee the complaint should be sent to a governing committee member. The person accused of breaching the equal opportunities policy will have the right to a disciplinary hearing (to which they have the right to be accompanied). The disciplinary hearing will be recorded so as to ensure that there are no discrepancies about the event. The hearing will be in front of the governing committee. If the governing committee find the allegation to be true, the person in breach of the equal opportunities policy may be dismissed, banned from flight horizons property or prosecuted depending on the findings of the governing committee. If the committee decides that the complaint has been raised out of malice or some other unacceptable motive the person who raised the complaint may be subjected to the disciplinary procedure.

Further reading:

Flight horizons grievance policy
Flight horizons disciplinary procedure
Race relations act 1976 and race relations amendment 1999
Sex discrimination act 1975 and 1986
Sex discrimination (gender reassignment) regulation 1999
Disability discrimination act 1995
Human rights act 1998
Protection from harassment act 1997