

Equal Opportunities Policy

Introduction

#techmums aims to empower women, their families and communities through technology. #techmums is committed to equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. This commitment is underpinned by the #techmums's core values.

Freedom from Discrimination

#techmums believes that freedom from discrimination and equality of opportunity are fundamental rights and that each person should be valued regardless of age, race, gender, disability, sexual orientation, religion or belief, HIV status, and social class. #techmums recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Company and its employees to utilise the skills of the total workforce. It is the aim of the Company to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics under the Equality Act 2010).

Diversity & Inclusivity

#techmums will organise all its activities to ensure that diversity is valued and equality of opportunity promoted. It will develop and promote policies, services and actions that will make a real difference in its role as an employer, in its work with its different user organisations and in its involvement with volunteers and directors.

Anti-Harassment

Harassment of any kind (specifically in the areas covered by the policy) will be considered a disciplinary offence. Harassment may involve derogatory and discriminatory remarks, ridicule, unwanted physical contact, demands for favours, or physical assault; staff members, volunteers or anyone connected with the organisation could be liable for dismissal for gross misconduct and any trustee or volunteer found to have breached this policy will be asked to resign. Harassment of any kind is breach of this policy; it could be construed as gross misconduct and would be liable to dismissal if the case is proven.

We will ensure all mums, directors, volunteers, employees and the public are treated fairly and consistently without discrimination.