



Stonehaven Tolbooth Association (Tolbooth Museum)

A Scottish Charitable Incorporated Organisation
SC043279

Statement of Equal Opportunities Policy

Stonehaven Tolbooth Association (STA) is fully committed to the principles of equal opportunities in recruitment, employment, membership and the hosting of visitors. It opposes all forms of unlawful or unfair discrimination including those on the grounds of:

- Age
- Disability
- Ethnic or national origin
- Health Status
- Marital Status
- Race
- Religion
- Gender
- Sexual Orientation

STA aims to treat all employees, contractors, volunteers, members and visitors with dignity and respect and provide an environment free from all discrimination. It will conduct its affairs at all times in a manner that is consistent with this aim.

Employees & Contractors

Every possible step will be taken to ensure that job applicants are treated equally and fairly and ensure decisions on recruitment, selection, training, promotion, pay and career development are based solely on objective and job related criteria. Individual employees and/or contractors at all levels are responsible for ensuring that their own conduct, in the exercise of STA's affairs, is consistent with this equal opportunities policy.

Members & Volunteers

Every possible step will be taken to ensure that members and volunteers are treated equally and fairly and that decisions on selection, support and profiling are based appropriately and a fair system of engagement and selection is applied to all members and volunteers, without exception.

Visitors

All 'guests' are entitled to visit the museum in the expectation that a discrimination free environment is in operation.

STA will treat seriously any breaches of this policy and all instances of actual, or alleged inappropriate behaviour will be fully investigated. If a member of staff is considered responsible, they may be subject to disciplinary procedures. If a STA member, representative or volunteer is considered responsible, they may be subject to breach of the objectives of the Constitution.

Employees, contractors, members or volunteers who believe that they have suffered any form of discrimination, harassment or victimisation should raise the matter with any of the elected post holders. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

In order to achieve effective implementation of this policy, STA will ensure that this policy statement is brought to the attention of all employees, contractors, members and volunteers of the organisation.