

# Ambivent

Mechanical & Electrical Services

## EQUAL OPPORTUNITIES & DISABILITY POLICY

### 1.0 Policy statement relating to employees

The Company is an equal opportunity employer and is fully committed to a policy of treating all its employees and job applicants equally, regardless of whether or not they have a disability. Discrimination against disabled people is unlawful under the **Disability Discrimination Act 1995**. This includes less favourable treatment of the grounds of a disabled person's disability, harassment because of a disability and/or a failure to make reasonable adjustments.

The Company will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to race, gender, sexuality, religion or disability. The Company will also take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity and that is free of harassment. The Company will not condone any form of harassment on the grounds of disability, whether engaged in by employees or by outside third parties who do business with the Company, such as contractors, suppliers, clients or customers.

Employees have a duty to co-operate with the Company to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination or harassment on the grounds of disability. Action will be taken under the Company's disability procedure against any employee who is found to have committed an act of improper or unlawful discrimination, harassment, bullying or intimidation on the grounds of a person's race, gender, sexuality, religion or disability. Serious breaches of this duty will be treated as potential gross misconduct and could render the employee liable to summary dismissal. Employees should also bear in mind that they can be held personally liable as well, or instead of, the Company for any act of unlawful discrimination on the grounds of race, gender, sexuality, religion or disability.

Employees should draw the attention of their Line Manager to suspected discriminatory acts or practices or suspected cases of harassment. Employees must not victimise or retaliate against an employee who has made allegations or complaints of discrimination or harassment. Such behaviour will be treated as potential gross misconduct in accordance with the Company's disciplinary procedure.

## 1.1 Policy Statement relating to customers and clients

The Company is also fully committed to a policy of treating its customers and clients equally, regardless of whether or not they have a disability. Discrimination against disabled customers and clients is again unlawful under the **Disability Discrimination Act 1995**. In this case, this includes less favourable treatment for a reason related to a disabled customer's disability, a failure to make reasonable adjustments to the way in which a Company delivers its services so that disabled customers and clients can use them and/or a failure to alter physical features of premises that make it impossible or unreasonably difficult for disabled customers or clients to make use of its services.

Employees have a duty to co-operate with the Company to ensure that this policy is effective in ensuring that its disabled customers and clients do not experience less favourable treatment for a reason relating to their disability. Action will be taken under the Company's disciplinary procedure against any employee who is found to have committed an act of improper or unlawful discrimination against a disabled customer or client. Employees should also draw the attention of their Line Manager to suspected discriminatory acts or practices relating to its disabled customers and clients.

Signed  
Director



Date 19.1.16

For and on behalf of The AMBIVENT. GROUP