

## ANTI-DISCRIMINATION POLICY OF AGYVS

**Akhil GraminYuva Vikas Samiti (AGYVS)** is committed to providing a safe, flexible and respectful environment for staff and clients free from all forms of discrimination, bullying and sexual harassment.

All staff are required to treat others with dignity, courtesy and respect.

By effectively implementing our Equal Employment Opportunity & Anti-Discrimination Policy we will attract and retain talented staff and create a positive working environment for staff.

This policy applies to:

- All staff, including: managers and supervisors; full-time, part-time and volunteers;
- On-site, off-site or after-hours work; work-related social functions; conferences – wherever and whenever staff may be as a result of their duties;
- Staff treatment of other staff, of clients, and of other members of the public encountered in the course of their duties.

All staff are entitled to:

- Recruitment and selection decisions based on merit and not affected by irrelevant personal characteristics; Work free from discrimination, bullying and sexual harassment;
- The right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised;
- Reasonable flexibility in working arrangements, especially where needed to accommodate their family responsibilities, disability, religious beliefs or culture.

All staff must:

- Follow the standards of behaviour outlined in this policy.