

# **The Institute of Cancer Research: Royal Cancer Hospital**

## **Equality of Opportunity Policy Statement**

The Institute of Cancer Research:

- Recognises the benefits that a diverse workforce offers and believes that every member of staff has a right to work in an environment which encourages harmonious relationships.
- Believes that all decisions concerning the terms of employment, the opportunities afforded for promotion, transfers, training and other benefits (or the refusal of these opportunities) must be based on an individual's qualifications, ability and fitness to perform the required duties and are linked to objective, job-related criteria.
- Will not tolerate discrimination, harassment or victimisation on the grounds of:
  - Race (including colour, ethnic or national origin and citizenship)
  - Religion or religious belief
  - Gender or Gender Reassignment
  - Sexual Orientation
  - Disability
  - Age
- Recognises that discrimination can also arise from other social factors such as caring responsibilities and personal background and is committed to creating an environment where each individual's participation and advancement is based purely on merit.
- Considers discrimination, harassment and victimisation to be misconduct and will treat such behaviour as a serious disciplinary offence.
- Encourages any employee who feels that they have been treated in a discriminatory manner to raise the matter with their line manager and if necessary pursue the matter through The Institute's Grievance

Procedure, Bullying & Harassment Procedure or with the Human Resources Department.

The Institute has also published additional policies and equality schemes which relate to specific equality strands, full details of which can be obtained from the Human Resources Department and on the Equality and Diversity section of the intranet.

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