



2020VISION
TECHNOLOGY

2020 VISION SYSTEMS Equal Opportunity and Employment Policy

The purpose of this policy statement is to emphasise 2020 Vision's commitment to securing fair and equal applications to 2020 Vision by persons seeking to be employed by the organisation, and equal treatment of persons who are so employed. 2020 Vision will rigorously pursue the objectives set out in the statement and will be committed to promoting equality and fair participation.

It is the policy of 2020 Vision that all eligible persons will have equal employment and advancement in 2020 Vision, irrespective of a persons belief, political opinion, gender, disability or race. Selection for employment advancement will be on the basis of ability, qualifications and aptitude for the duties of the post.

There will be no unlawful discrimination, direct or indirect, against persons seeking recruitment, training, promotion or in any other way.

Legal Framework

There is a legal framework to protect individuals from unlawful discrimination and this statement is designed to build on the statutory position.

The existence of law and agreed procedures cannot of themselves ensure that any policy of non-discrimination will work effectively. This will be achieved only when staff at all levels critically examine their attitudes to people and ensure that no trace of unlawful discrimination is allowed to affect their judgement.

Unlawful Discrimination

This means acting in such a way as to place at a disadvantage or treat unlawfully any individual because of factors which are irrelevant in respect to the employment relationship.

Direct discrimination means treating a person less favourably on the grounds of religion, political opinion, sex, marital status, disability, race, or any other criterion which is not relevant or justified in law.

Indirect discrimination occurs where a requirement or condition which is not relevant or justified in law is applied equally, but is of such a nature as to be unfavourable for particular groups in that a considerably smaller proportion of the group can comply with it.

Victimisation means treating a person less favourably because they have made or intend to make a complaint or may have assisted an individual in asserting their rights under the Fair Employment, Sex Discrimination or Equal Pay legislation. Individuals have a legal right to make a complaint without prejudice to their existing, potential or future employment opportunities.

Harassment means any behaviour, deliberate or otherwise which is offensive to an individual or group and which may threaten an employee's job security or create an intimidating work environment.

There are more subtle and unconscious forms of unlawful discrimination which may not be easily identified. These may result from general assumptions about the capabilities, characteristics and interests of particular groups of individuals which influence the way in which they are treated. They may also take the form of applying conditions or requirements, without considering whether they operate disproportionately to the disadvantage of particular groups.

Recruitment and Promotion

As an equal opportunity employer 2020 Vision will endeavour to reach the widest possible labour market. Public advertisements and internal trawls will not indicate, or appear to indicate, an intention to discriminate in selection for recruitment, promotion or transfer. Nothing will be stated which might be interpreted as reflecting any form of discrimination. Public advertisements will not be confined unjustifiably to geographical areas or media publications which would exclude or disproportionately reduce the number of applicants from a particular group.

A statement promoting 2020 Visions Equal Opportunities policy will be included in all advertisements.

Opportunities to obtain information on careers within 2020 Vision will be readily available to all existing and potential employees.