

## YOURS EQUALITY AND DIVERSITY POLICY

Formally adopted September 2020

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1. This policy reinforces our commitment to promote equality and fairness. YOURS is committed to fostering, cultivating, and preserving a culture of diversity and inclusion.
2. Our aim is to ensure that all staff, volunteers and job applicants are given equal opportunity and that our organization is representative of all sections of society.
3. Each staff and volunteer will be respected and valued. As a result, this would present an environment that encourages them to give their best.
4. We will deal with those in our employment fairly and equally, without providing unfavorable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, economic status, race, ethnic origin, color, nationality, national origin, religion or belief, or sex and sexual orientation.
5. We are strongly opposed to all forms of discrimination. All staff, volunteers and board members - whether they work part-time, full-time, or temporary, will be treated fairly and with respect.
6. When YOURS selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.
7. All staff, volunteers and board members will be encouraged and supported in efforts to develop their potential and utilize their unique talents and abilities.

### 8. YOURS commitments:

- 8.1. To create an environment where individual differences and contributions of all team members are equally recognized and valued. In that way, we can ensure no one is left behind.
- 8.2. To create a healthy working environment that promotes dignity and respect for all employees and volunteers.
- 8.3. To condemn any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- 8.4. To make training, development, and progression opportunities available to all team members.

- 8.5. To promote work/life balance through flexible work schedules to accommodate volunteers and staff's varying needs.
  - 8.6. To ensure enhanced representation and voice for youth in decision-making in local/regional/global institutions in order to deliver more effective, credible, accountable and legitimate decisions.
  - 8.7. To promote equality in the workplace, which YOURS believes makes for good management practice and sound business sense.
  - 8.8. YOURS will not work in partnership with those organizations that have discriminatory laws, policies and practices. Instead, we are interested to partner with those who are promoting appropriate legislation, policies and action in this regard.
  - 8.9. To encourage staff and volunteers to treat everyone with dignity and respect.
  - 8.10. To create safe spaces for staff and volunteers, and encourage anyone who feels they have been subjected to any kind of discrimination to raise their concern and contact the Executive Director or a Supervisory Board representative.
  - 8.11. To annually review all our employment practices and procedures so that fairness is maintained at all times.
9. YOURS leadership will inform all current staff, volunteers, and partners through our communication channels that the equality and diversity policy has been implemented.
  10. All volunteers, staff and board members are obligated to comply with its requirements.
  11. All volunteers, staff and board members are expected to exhibit good conduct that reflects inclusion during work- both for mandatory functions in the work site and even outside it. It also includes other participative events where the group may join.
  12. The policy will also be presented to funding agencies, stakeholders, learners, and job applicants.