

Equal Opportunities and Diversity

Equal Opportunities Statement

In the provision of housing services and the employment of staff to provide these services, the Association seeks to ensure equality of opportunity and treatment for all.

No-one applying for housing, or for a job, or for contracts with the Association will be treated less favourably than anyone else because of their race, ethnic or national origin, religion, gender, age (for employment applicants must normally be under retirement age), marital status, sexual orientation, or any disability.

Harassment Statement

Harassment is a deliberate act committed against people because of their race, religion, gender, disability or for other reason. It can take the form of physical attack, but graffiti and verbal abuse are also types of harassment. Mount Green Housing Association condemns all forms of harassment whether perpetrated by its tenants, its employees or agents.

The Association's Practices And Procedures

In order that the Association's Equal Opportunities and Harassment policies may be implemented and the results can be assessed, the Association has adopted the following practices and procedures:

The Association will collect and monitor records of ethnic origin, age, gender and physical disability of those seeking housing, or employment with the Association

If applicants for housing or employment with the Association do not wish to answer questions about ethnicity, the fact that they decline will not *affect* their application.

The Association will implement, as far as is practicable, the provisions of the Codes of Conduct in Housing and Employment issued by the Commission of Racial Equality in connection with the Race Relations Act, 1976.

The Association will regularly review its practices and procedures to ensure that it does not use discriminatory practices or allow its agents to.

The Association's Board members, members of staff, tenants, consultants, and contractors employed by the Association will be made aware of the Equal Opportunities and Harassment policies and of their responsibilities under these policies.

Complaints or grievances relating to equal opportunity matters, or harassment will be dealt with following the procedures set out in the Association's "Complaints Policies and Procedures" a copy of which can be obtained on request. Confidentiality, where appropriate, will be observed.

The Board

The Association will seek to recruit Board members who have experience, or understanding of the needs of the communities that it serves.

Employment

Job vacancies will be advertised in such a way that does not discourage disadvantaged groups from applying. Only qualifications or experience essential to the post will be required. All job applicants will be made aware of the Equal Opportunities Policy.

Where possible, proper access for customers and employees with disabilities will be provided in work places. Special needs of employees with disabilities will be met wherever practicable, including providing adapted equipment and changes of working methods to help meet their needs.

It is a condition of employment with the Association that all employees adhere to the Association's Equal Opportunities and Harassment Policy. The Association's disciplinary rules will be followed in the event of any breaches by staff of the Association's policy.

Contractors

Contractors are notified that the Association will not tolerate any racial, sexual or other harassment by contractors or their employees towards tenants, visitors to the estates or Association staff. Any instance of such behaviour would endanger the contractor's position on the approved list. The Association will take steps to terminate any contractual relationship it may have with any organisation which discriminates against any person or organisation on the grounds of race, gender, religion or disability, or for other reasons, or which tolerates discrimination or harassment by its employees or by organisations over which it is in a position to exercise control. Contractors are expected to comply with current legislation in relation to _Health and Safety and Discrimination.

Harassment

The Tenancy Agreement makes it clear that Mount Green Housing Association considers harassment a serious breach of the conditions of Tenancy. The Association may commence legal proceedings for possession against any tenant who breaks his/her Tenancy Agreement in this respect.

If a person feels he/she has been the subject of harassment, this should be reported to the management of the Association. In instances where there is sufficient evidence of a genuine case of harassment, and with the agreement of the victim, the Association may take legal advice about taking Court Action against the perpetrators.

The Association will encourage victims to report incidents of harassment to the police and may refer such victims to support agencies.

The Association will keep confidential records of all incidents of harassment and attacks, together with the action, if any, taken by the Association.

Any repairs, including the removal of graffiti, required as a result of harassment will be processed as a priority.