

Equality, Diversity and Inclusion Policy

CMC Partnership Consultancy Ltd is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. CMC endeavours to promote working practices and policies which support fairness, equality and respect and to ensure all aspects of our business activities are managed in a transparent, fair and non-discriminatory way.

Company employees are expected to comply with this policy and to always treat people with dignity and without discrimination.

Discrimination can be made in relation to age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race (including caste, religion or belief), sex and sexual orientation and this could be applied through six routes;

1. *Direct discrimination - involves treating a person less favourably on any of the above grounds; for example, it is unlawful direct sex discrimination to treat a woman less favourably because she is pregnant, as only women become pregnant.*
2. *Indirect discrimination - occurs where a policy applies to everybody, but the policy has a disproportionate impact on people with a protected characteristic to their disadvantage and is not a proportionate method to achieve a legitimate aim.*
3. *Harassment - defined as 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'. Employees can complain of harassment even if they don't possess the protected characteristic or the harassment is not directed at them, for example if they overhear or are party to a conversation which they find offensive.*
4. *Victimisation - occurs when a person is treated less favourably than others because that person has made or supported a complaint or raised a grievance under applicable Equality legislation, or because they are suspected of doing so.*
5. *Associative discrimination - is discrimination against a person because they have an association with someone with a particular protected characteristic. This applies to race, religion or belief, sexual orientation, age, disability, gender reassignment and sex. An example of associative discrimination might be a non-disabled employee who is discriminated against because of action they need to take to care for a disabled dependant.*
6. *Perceptive discrimination - is discrimination against a person because the discriminator thinks the person possesses that characteristic, even if they do not in fact do so. Perceptive discrimination applies to age, race, religion or belief, sexual orientation, disability, gender reassignment and sex.*

Dealing with Inappropriate Behaviour & Raising Complaints

If you believe that you are suffering or have suffered from discrimination you can raise the matter informally with the person you believe is responsible, or you may raise the matter formally using the [Company's Grievance Procedure](#).

If you believe that you may have suffered from harassment, then you may also bring a grievance or raise the matter as laid out in the [Company's Anti-Bullying and Harassment Procedure](#).