

# Discrimination Avoidance

It is useful to have a policy in place to set out your commitment to ensuring that all staff and job applicants have equal opportunities, to stay in line with legislation and to create a positive and inclusive company culture.

Discrimination may occur in the following forms:

## Direct Discrimination

This is treating someone less favourably because of a protected characteristic. An example of this would be paying someone less because of their sex or because they belong to a particular racial group.

## Indirect Discrimination

This is treating a group of people in the same way, but in a way which adversely affects those with a protected characteristic. Such treatment is unlawful unless it can be objectively justified.

## Victimisation

This is treating someone less favourably because they have alleged discrimination or asserted their right not to be discriminated against because of a protected characteristic.

## Harassment

This is unwanted conduct, related to a protected characteristic, which has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for someone or violating their dignity.

## Breach of Equality Policy

You must not tolerate behaviour that goes against this policy, and where anyone is alleged to have breached this policy, they should be subject to your [disciplinary procedure](#). Serious breaches of this policy, acts of unlawful discrimination and serious incidents of harassment and bullying must be treated as gross misconduct.