We, **[insert employer’s name]**,and the following recognised trade unions which represent our employees: **[insert trade unions’ names]**

1. Declare that all of our employees have the right to be treated with dignity and respect and the right to work in a good and harmonious environment that is free from unlawful discrimination or harassment on any of the following grounds:

| **Sex** | **Pregnancy or maternity** | **Gender reassignment** |
| --- | --- | --- |
| **Marital or**  **Civil partnership status** | **Religious or**  **similar philosophical belief** | **Political**  **opinion** |
| **Racial group** | **Sexual orientation** | **Disability** |
| **Age** |  |  |

1. Declare that we condemn all acts of unlawful discrimination and harassment and that we are committed to ensuring that any such acts that are carried out by one employee against another will be vigorously opposed by us both.
2. Declare that we will deem all acts of unlawful discrimination or harassment to be acts of misconduct which may warrant dismissal.
3. Declare that we will take all reasonable steps to promote a good and harmonious working environment in which all persons are treated with dignity and respect and in which no person is subjected to unlawful discrimination or harassment on any of the grounds listed above.
4. Declare that we will endeavour to ensure that our workplace and our employment policies and practices do not unreasonably exclude or disadvantage those of our job applicants and employees who have disabilities. To this end we will comply with the duty to make reasonable adjustments that is imposed on us in relation to such persons.
5. Declare that we are committed to ensuring that no employee is victimised (i.e. discriminated against or harassed) in retaliation for their having exercised their rights under the anti-discrimination laws, or for assisting other persons to exercise those rights.

# **Action**

The company will issue this declaration to each member of staff, and will also display the declaration in prominent positions within the company’s premises and on the company’s intranet.

# **Review**

The company will keep the effectiveness of this declaration under constant review and will consult with the trade union(s) and employees about any changes which may be required in the future.

Signed on behalf of:

The Company by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The trade union(s) by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_