



MTL Equal Opportunity Policy

Making the Link is an equal opportunity employer. It is Making the Link's policy that all persons shall have an equal opportunity for employment and advancement on the basis of ability, necessary qualifications and fitness for work irrespective of sex, age, marital status, civil partnership, sexual orientation, colour, race, creed, religion, national or ethnic origin.

Making the Link gives full and fair consideration to all applications for employment from disabled persons having regard to particular aptitudes and abilities, continuing where possible the employment of staff who become disabled and ensures that training and career development are encouraged.

There is a grievance procedure to complain about discriminatory conduct. If the matter relates to sexual or racial harassment then the Harassment policy procedure should be used. Making the Link is concerned to ensure that staff feel able to raise such grievances and no individual will be penalised for raising such a grievance unless it is untrue and made in bad faith.

Making the Link job applicants and staff are asked to complete a form denoting their sex, race, ethnic origin and any disabilities. Making the Link guarantees that this form will only be used for the purpose of monitoring the effectiveness of the equal opportunities policy.

Age: It is unlawful for your age to be the cause of less favourable treatment in your workplace or in vocational training. Making the Link take positive action to avoid age discrimination through a merit based system.

Religion and Belief: Your religion or belief, or those of somebody else, should not interfere with your right to be treated fairly at work, at school, in shops or while accessing public services such as health care and housing.

Disability: If you have a physical or mental impairment, you have specific rights that protect you against discrimination. Employers and service providers are obliged to make adjustments for you.

Gender: Women, men and transgender people should not be treated unfairly because of their gender, because they are married or because they are raising a family.

Race: Wherever you were born, wherever your parents came from, whatever the colour of your skin, you have a right to be treated fairly

Sexual orientation: Whether you are gay, lesbian, bisexual or straight should not put you at a disadvantage.