Equal Opportunities Volunteering Policy

Statement of policy

The aim of this policy is to communicate the commitment of Ulster Wildlife to the promotion of equal opportunity when volunteering with the Charity.

It is our policy to provide volunteer equality to all, irrespective of:
- Gender, marital or family status;
- Religious belief or political opinion;
- Disability[i]
- Race or ethnic origin
- Nationality
- Sexual orientation
- Age[ii]

We are opposed to all forms of unlawful and unfair discrimination. All volunteers and prospective volunteers will; be treated fairly and selection for volunteering and training or any other benefit will be on the basis of aptitude and ability.

We are committed to:
- Preventing any form of direct or indirect discrimination.
- Promoting a good and harmonious environment where everyone is treated with respect and dignity and in which no form of intimidation or harassment will be tolerated.

Breaches of our Equal Opportunities Volunteering Policy and practice will be regarded as misconduct and may lead to action being taken as set out in 'Dealing with Problems' Volunteer Policy.

Implementation

In order to implement this policy, we will ensure that:
- Volunteers are aware of this policy through the Volunteer Handbook
- Any direct or indirect discrimination should be reported to the Volunteer Officer or another member of Ulster Wildlife staff
- Ulster Wildlife will promote volunteering opportunities as widely as possible.

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[i] Given the physical nature of some of our tasks, as outlined in the role descriptions, if you require some level of support or assistance or have any concerns, please contact our Volunteer Officer and they will be able to give you the best advice on how you can volunteer with us or another local organisation.
[ii] Any volunteer under the age of 18 year olds will need to complete a signed parental consent form, contact our Volunteer Officer or visit our website for a copy.