

NCMD Policy No 3 Issue.1 Equality



The NCMD is committed to encouraging equality, diversity, inclusion, and eliminating unlawful discrimination, among all Members/potential members and Employees/Contractors. The aim is to be truly representative of all sections of society and for each person to feel respected and included.

Policy purpose

1. To provide equality, fairness, and respect for all.
2. To not unlawfully discriminate against the Equality Act 2010 protected characteristics which are -
Age / Disability / Gender reassignment / Marriage or civil partnership / Pregnancy and maternity / Race (including colour, nationality, and ethnic or national origin) / Religion or belief / Sex / Sexual orientation.

Commitment to

1. Encouraging equality, diversity, and inclusion within the organization.
2. Taking seriously all complaints of bullying, harassment, victimisation, and unlawful discrimination within the NCMD.

Complaints procedure

1. To safeguard individual rights under this Equality Policy, anyone who believes that they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter by making a formal complaint. See [NCMD Policy No 14 - Complaints/Disciplinary/Appeals](#).
2. Appropriate disciplinary action will be taken against any NCMD member, Employee or Contractor who violates this Equality Policy.
3. Any individual raising a grievance will not be penalised for doing so unless the grievance is found to be unjustifiable and not made in good faith.