



## EQUAL OPPORTUNITIES

HARCSAC provide a counselling service to women, over the age of 18, who reside within the county of Hertfordshire. As an employer of paid staff and volunteer counsellors, we are committed to our policy of Equal Opportunities to any woman who may apply for a position with our organisation and will strive to ensure that no applicant is discriminated against on the grounds of:

age, religious, cultural or political beliefs, nationality, ethnic origin, marital status, education, class, sexual orientation, disability, gender re-assignment or is disadvantaged by any other form of discrimination.

HARCSAC is however a service that only offers support to women who have suffered any form of sexual abuse. The provision of such a single sex service is lawful under the Gender Equality Duty (2007), in that because women make up the majority of sexual violence survivors, it is appropriate that services are available for women only. In addition, because of the nature of the work carried out, HARCSAC is run for women by women and, therefore, reserves the right to only recruit women. This is also legal under the Sexual Discrimination Act 1975 Section 7(ii) (4e) amended in 1986 and 2008 and incorporated in the Equality Act 2010. For further clarification, there is a separate policy on male callers.

We will ensure that all members and employees of our organisation have equal access to training and development.

HARCSAC is committed to a programme of action to make this policy effective and will bring it to the attention of all staff and volunteer counsellors who should familiarise themselves with it.

Any client or member of HARCSAC who wishes to make a complaint about equality should refer first to the Complaints Policy and Procedure.