



Gender Equality and Social Inclusion Policy

POLICY NO.

007

Centre de Recherche sur l'Anti-Corruption (CERC)

CERC policies and procedures

Revised on 9 January 2019

Equality and diversity policy



The Centre de Recherche sur l'Anti-Corruption strives to encourage equality and diversity within its team and its projects.

It is in our interest to promote diversity and to eliminate discrimination in the workplace.

Our aim is to ensure that all employees and job applicants enjoy equal opportunities and that our organisation is representative of all sections of society. Every employee will be respected and valued, and will thus be able to give their best.

This policy reinforces our commitment to providing equality and fairness to all in our employment, and not to provide less favourable facilities or treatment on grounds of age, disability, marital status, pregnancy, race, ethnic origin, colour, nationality, national origin, religion or belief, sex or sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. When CERC selects candidates for employment, promotion, training or any other benefit, it will do so on the basis of their aptitude and ability.

All employees will be helped and encouraged to develop their full potential and to use their unique talents. In this way, the skills and resources of our organisation will be fully used and we will maximise the effectiveness of all our staff.

Commitments of the Centre de Recherche sur l'Anti-Corruption

CERC is committed to:

- creating an environment in which the individual differences and contributions of all team members are recognised and valued;
- creating a working environment that promotes the dignity of and respect for every employee;
- guaranteeing fairness with regard to paid maternity and paternity leave;
- tolerating no form of intimidation or harassment, and taking disciplinary action against those who breach this policy;
- offering all staff opportunities for training, development and progression;
- promoting equality in the workplace, which CERC believes is good management practice and makes sound business sense;
- encouraging anyone who feels they have been discriminated against to raise their concerns so that we can apply corrective measures;
- encouraging employees to treat everyone with dignity and respect;
- regularly reviewing all our employment practices and procedures in order to maintain fairness at all times.

CERC will inform all employees that an equality and diversity policy is in force and that they are required to comply with its requirements and to promote fairness in the workplace. The policy will also be brought to the attention of funders, stakeholders, interns and job applicants.

Responsibility

CERC's equality and diversity policy is fully supported by the Executive Management and has been agreed with the Administrative and Finance Director, who represents the interests of employees.

Our policy will be monitored and reviewed annually to ensure that equality and diversity are continually promoted in the workplace.



CENTRE DE RECHERCHE SUR L'ANTI-CORRUPTION

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