

National Association  
of  
Racing Staff



**nars**

National Association of Racing Staff

**Equal Opportunities Policy**

Date; 3/11/2015

Signed; George McGrath, Chief Executive

NARS are committed to Equal Opportunities and oppose any display or act of discrimination or harassment and will challenge any issues on the grounds of gender, race, disability, sexual orientation, age, religion or any other relevant faction, ensuring that employees, learners and Union members under the Human Rights Act are fully protected.

NARS will ensure that it is regarded as an exemplary employer and Trade Union and aims to take a strategic lead in combating discrimination, promoting equality and opportunity.

NARS will recognize the contribution of all its staff and union members and will work positively to protect them from any form of discrimination or harassment whilst promoting zero tolerance.

NARS is absolutely committed to the law and accepts its responsibilities set out in the following:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976 and amended Act 2000
- Human Rights Act 1998
- All other appropriate legislation and will not tolerate discriminatory behaviour by or against employees, learners and Union members.

All union officials must deal promptly with complaints made by any member or employee regarding discrimination or harassment and ensure that all parties are supported, valued and advised appropriately.

In accordance with the Rules and Constitution, NARS shall have the power to discipline, dismiss, remove from office or expel any member or employee following an enquiry where they have behaved in a manner which can be construed as harassment or discrimination.

NARS insists that diversity and equality training be available to all its members. The Association will establish processes to achieve change and monitor progress to ensure it prevents discrimination, acts when it occurs and promotes equality.