



commitment to section 75 equality duty

Habinteg is designated as a public authority for the purposes of Equality in accordance with Section 75 of the Northern Ireland Act 1998 which became effective on 8 October 2004. The Association has fully embraced its statutory duty as core to our business.

Implementation of the Habinteg Equality Scheme impacts on each Habinteg employee, affecting how individuals carry out their jobs and how they conduct themselves in their daily business. It has a bearing on how employees interact with customers and with their colleagues. Raising and maintaining awareness of this initiative is a continuous process within the organisation and staff members undergo regular training in key equality issues, with particular regard to the nine main equality categories listed below. Policy review and development is greatly influenced by the requirements of the Section 75 Duty.

Habinteg is opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for the Association are treated fairly and are not discriminated against on any of the grounds listed below. Decisions about recruitment and selection, promotion, training or any other benefit are made objectively and without unlawful discrimination.

It is Habinteg's policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race
- Having or not having a disability
- Sexual orientation
- Age

