



In compliance with the law and our own ethical standards, it is against policy at Airey Miller Partnership to:

- o *Directly Discriminate:* To treat someone less favourably than another
- o *Indirectly Discriminate:* Apply practices that may favour one group over another
- o *Harass:* Violate a person's dignity creating a hostile working environment
- o *Victimise:* Unfairly treat an employee who has made a complaint, whether formal or informal

Airey Miller Partnership undertakes to treat all employees, colleagues, clients, client representatives and stakeholders, contractors and their sub-contractors, our supply chain and all other individuals and organisations associated with the practice in a fair and reasonable manner, and will not discriminate or tolerate discrimination on the grounds of:

- o Age
- o Disability
- o Gender
- o Race
- o Sexual Orientation
- o Religion

Our Policy Against Discrimination applies to:

- o Recruitment and selection process
- o Terms and conditions including pay structure
- o Training and development
- o Performance management
- o Dismissal / termination of employment
- o Respect for people in the workplace

Our Policy Against Discrimination is endorsed by all Senior Partners and has the full support of the management, and overall responsibility for its effectiveness lies with [Denise Sheerin](#) (Practice Manager).