

Equal Employment Opportunity Policy

FDC is an equal employment opportunity company. This means we make sure that every job applicant gets a fair go. Your gender, age, race, nationality or ethnicity, your religious beliefs or practices, family responsibilities, parental status, marital status, pregnancy, disability, sexual preference, freedom of association, political conviction and physical appearance make no difference to us.

No discrimination or harassment

We recognize that you can't do a good job or be fully productive if you feel someone at FDC is treating you unfairly, discriminating against you, or harassing you because of your sex, race, age, and so on. That is why we will not support any type of discrimination or harassment in our workplace. That is why I support this policy fully. It is also against the law for any worker to discriminate against or harass a job applicant or another employee.

There is to be no sexual harassment, sexist harassment, racist harassment, or any other type of harassment that is against the law in our workplace. There is to be no sex discrimination, race discrimination, age discrimination, or any other type of discrimination that is against the law in our workplace.

Fair recruitment

We will recruit new workers fairly – on the basis of merit – that is, the person who is the best person for the job will get the job.

Fair access to workplace opportunities and benefits

We will give every worker fair access to all workplace opportunities and benefits – for example, to training and development, job allocation, shift allocation, promotion and leave. We will encourage every worker to make full use of their particular skills and abilities.

A fairer go for people from previously disadvantaged groups

We will take particular care to make sure that groups who have been disadvantaged in the past in many workplace environments (for example, women, people from racial or religious minorities, people with disabilities, older workers and younger workers) are not disadvantaged at FDC. If we think it will make our workplace fairer for them and for everyone else, we may provide specific opportunities for people from one or more of these previously disadvantaged groups.

What to do if someone is treating you unfairly or harassing you

If you feel someone is treating you unfairly or harassing you, we want you to tell us as soon as possible, so that we can sort things out as fast as possible. We won't victimise you for speaking out. And we will do our best to make sure that no-one here victimises you for either supporting someone else's complaint or for putting in your own complaint.

If you treat someone else unfairly or harass them

If we find out that you have been responsible for treating another worker unfairly, or for harassing them, you may be disciplined. If we find out that you have been responsible for victimising someone because they complained about discrimination or harassment, or because they supported someone else's complaint, you may be disciplined. If what you have done is extremely serious, you may even be dismissed.

Managers and supervisors have extra responsibilities

All managers and supervisors at FDC will do their best to prevent harassment and discrimination from happening in their team. If a manager or supervisor encourages or ignores any harassment or discrimination that is happening in their team, they may be disciplined, or in serious cases dismissed.



Bentley Cottle
Managing Director