

Jersey Heritage
Diversity and Inclusion Policy
January 2023

We are committed to promoting diversity, preventing discrimination and creating an inclusive working environment in which everyone can fulfil their potential and maximise their contribution. We want an environment in which all employees, job applicants, suppliers, contractors and clients will feel safe, comfortable, valued and respected. We will treat everyone fairly and will respect all of the following grounds:

- Age
- Disability
- Gender
- Gender reassignment status
- Marriage and Civil Partnership status
- Pregnancy, maternity and paternity
- Race/Ethnicity
- Religion or belief or absence of religion or belief
- Sexual orientation

Everyone has a part to play in making this a reality and for the good of all. We will not tolerate any behaviour that constitutes discrimination, harassment or victimisation or that threatens or demeans others. This includes but is not limited to: exclusion; intimidation; use of offensive words or actions; inappropriate or unwanted physical contact; inappropriate gossip, jokes or remarks whether written or spoken; and bullying.

We treat all cases of discrimination seriously. If any employee acts in a discriminatory manner towards a colleague, job applicant, contractor, supplier or client this will result in disciplinary action. We encourage everyone to report any incident of actual or suspected discrimination to their Manager, Director or a member of Jersey Heritage's Human Resources team.

All concerns will be taken seriously and investigated promptly under the appropriate policy.