

Equal Opportunities & Harassment Statement.

This Equal Opportunities and Harassment statement applies equally to employees of the Company, sub-contracted staff and the company as a whole.

Southern Ultrasound shall make every effort to ensure that its operations are fair and unbiased.

We will accept no reason for discrimination other than sound judgement of a persons' abilities and competency to perform a given function.

The equality applies in full to attitude, opportunity and recompense.

We will take all possible steps to ensure that there is never discrimination based on Race, Religion, Creed, Colour, Gender, Age, Marital Status, Nationality, Origin, Politics or Sexual Orientation.

Where such discrimination is reported from an external source, we shall apply the Company Complaints Procedure to investigate in a fair and unbiased manner with a view to treating the issue as a disciplinary matter.

Where such discrimination is reported by a member of staff, we shall investigate as part of our Employee Disciplinary Dismissal & Grievance Procedures.

It is against **Southern Ultrasound** policy for any employee or locum to sexually or racially harass any other worker, patient, service-user or client. Where such a complaint is upheld, the individual shall face the Company Disciplinary Procedure which could result in termination of their employment.

For the purpose of this policy, **Southern Ultrasound** defines such harassment as:

"Behaviour which is unwanted or offensive to the recipient, with a sexual or offensive nature"

Southern Ultrasound accept that such behaviour can take many forms, and it is impossible to define all such occurrences. It may be physical, verbal or visual in nature.

Southern Ultrasound also recognises that the definition of what is socially acceptable is subject to interpretation and that some people will be more sensitive to such behaviour than others.

Managers have a responsibility to minimise all forms of harassment and must deal with any reported incidents in a compassionate but firm manner, and in line with Company Complaints Procedure

This Statement should be read in conjunction with our **Diversity & Equality Policy** and our **Diversity and Equality in the Healthcare Environment policy**

Policy Created: 23/08/18

Date of Last Review:

13/03/2019

A handwritten signature in blue ink, appearing to read 'Kevin Rendell'.

Kevin Rendell

Director