**Equal Opportunities Statement**

The National Crime Officers Association (NCOA) is committed to providing equality of opportunity in terms of all of its membership.

This statement applies to all members, regardless of race, gender, marital status, colour, nationality, religious belief, ethnic or national origin, sexual orientation, age or disability. The NCOA will respect and encourage equal opportunities and diversity in accordance with the Equality Act 2010.

Within all NCOA matters, equality of opportunity will extend to all issues affecting recruitment, retention, membership and training, including terms and conditions of service. NCOA selection criteria, systems and procedures for elections will be kept under review, to ensure that individuals are selected objectively and fairly.

The NCOA National Executive Committee is committed to this policy and to the development of positive action initiatives to ensure that this policy statement is, and continues to be fully effective. The main aim of the NCOA is to provide an environment where each member is recognised, valued and accepted equally.

Every effort will be made to ensure that fair non- discriminatory practices are applied to and by all members in their dealings with each other.

All members of the NCOA must be aware of their obligations under Anti-discrimination legislation and particularly the legal requirement that individuals shall not unlawfully discriminate, aid, instruct nor induce others to do so. Eliminating discrimination and providing equality of opportunity depends upon personal commitment and all members, without exception, shall observe these principles. NCOA training courses and other sources of information will be provided where appropriate, to broaden and promote a greater understanding and awareness of these issues and personal responsibilities.

The National Executive Committee seeks to ensure that no member of the NCOA is victimised or subjected to racial, sexual, or any other form of harassment, and that every member feels free from intimidation or discrimination. Individuals who believe that they have grounds for complaint in relation to discrimination, harassment or bullying should refer to the NCOA Constitution on Discipline or the National Crime Agency Fair Treatment at work policy.