



## Equality and Diversity Policy

This policy applies to volunteers working for the organisation, and to those whom we are aiming to help in other countries

**Aims:** NICHE International is committed to treating all people equally and with respect, irrespective of their age, disability, gender, race, ethnicity, religion or belief, or sexual orientation.

We are aware that the countries we work in are in poorly resourced areas of the world, and that they may also have political or ethnic tensions. We aim to design our services to encourage and support health care workers to participate and learn, whatever their race, ethnicity, status or income.

**Accessibility:**

NICHE International trainers will make every effort, with our partners in other countries, to find training venues that are accessible to disabled participants.

Although our teaching is in English, we are committed to identifying those whose first language is not English and giving them extra support as needed.

We do not rely on learners to have Internet access to participate in our courses.

**Code of Conduct:**

People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability and/or age.

At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.

NICHE International teachers are committed to being culturally sensitive when teaching in other countries.

All NICHE International volunteers are asked to sign up to our own code of conduct.

No one will be harassed, abused or intimidated on any grounds.

**Dealing with discrimination:**

NICHE International trustees will treat any reports of discrimination seriously and fairly.

If a volunteer breaks the code of conduct, he/she will not be invited to volunteer again.

**Review of policy:** the policy will be reviewed every 2 years

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