



Youth in service to Cambodia

Equality of Opportunity Policy Statement

Youth Star Cambodia believes that equality of opportunity is essential to the values that lie at the heart of the organisation and, as such, extends to the employment of our staff, recruitment of volunteers and to service provision and programme development.

The organisation will ensure every aspect of its governance and operation is as free as possible from unfair discrimination and promotes equality of opportunity irrespective of:

- Age
- Gender and gender identity
- Political views
- Sexuality
- Disability
- Race and ethnic or national origin
- Religion
- Marital status
- HIV / AIDS status and other chronic illnesses
- Personal family circumstances
- Socio-economic status

This list is not intended to be exhaustive but reflects the intention of this policy.

The Equality of Opportunity Policy will be a key element of all aspects of the organisation including recruitment, recruitment advertising, training, promotion, benefits, facilities, procedures and terms and conditions of employment and volunteer support and programme delivery.

The organisation will regularly monitor and review the implementation of the policy to measure the effectiveness of Youth Star Cambodia's equality of opportunity in its human resources policies and procedures; its recruitment and retention of volunteers; and in the programmes delivered at community level. Monitoring and review will be carried out 6 monthly and findings and recommendations reported to and discussed with staff, with an annual report for the Board of Directors.

Youth Star Cambodia will comply with all current and future legislation and promote good practice in all aspects of the organisation.

The organisation will publicise this policy as widely as possible and will highlight it in recruitment documentation, volunteer briefings and appropriate organisational publicity material and official documentation.