

EQUAL OPPORTUNITIES POLICY

The European Council on Chiropractic Education (ECCE) shall conduct all activities including but not limited to membership, service, hiring, appointment, promotion, accreditation evaluation visits and assignment in compliance with equal opportunity and non-discriminatory practices.

People will be treated with respect, dignity and equality at all times regardless of age, race, nationality, sex, sexual orientation, disability or religion. Harassment, bullying, and victimization will not be tolerated. Behaviour of this type may lead to expulsion from the ECCE.

If a situation cannot be resolved with an acceptable apology and a promise that the offence will not be repeated, the following actions will be taken:

1. The person in question will be requested to attend a meeting of the ECCE executive to explain their actions.
2. Membership in ECCE or on future accreditation evaluation teams may be withdrawn.

The European Council on Chiropractic Education Executive committee has overall responsibility for the effective operation of this policy. However, all ECCE members, volunteers and service users have a duty as part of their involvement with the organisation to ensure that the policy works in practice.

The executive committee of the ECCE will bring to the attention of all ECCE members and volunteers the existence of this policy and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it. The Executive committee is also responsible for monitoring this policy and for ensuring that all ECCE participants are compliant with this policy.

Reference to the policy will be included in the contract documents with outside agencies.

We will ensure that our recruitment processes are designed to ensure equal access for all.

We will design our committee role or job specifications to allow for as wide as possible a range of transferable experience and qualifications to be taken into account.

Revised and updated November 2018