

## Equal Opportunities Policy

This Policy applies to all subscribing members (Full and Affiliate), officers and agents of ACIE - whenever and wherever they are acting on behalf of the Association.

### **1 Definitions**

1.1 In these Regulations:

1.1.1 ACIE means the Association of Charity Independent Examiners.

1.1.2 Board means the Board of Trustees of ACIE.

1.1.3 Article(s) means the relevant clause(s) of the Articles of Association of ACIE.

1.1.4 The words and expressions defined in the Articles shall have the same meaning in these Regulations.

### **2 The Regulations**

These Regulations (ACIE's Equal Opportunities Policy) were made by the Board of under Article 78 on 10 March 2011 and last updated on February 2012.

### **3 Principle**

ACIE is an equal opportunities organisation.

### **4 Subscribing Members and Service Users**

ACIE seeks to ensure that no subscribing member, prospective subscribing member, those attending the Association's events, or any other person using the Association's services receives less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender, marital status, sexual preference or disability. (In relation to age, the Association does not offer membership or services to persons below the age of 16.)

### **5 Employees and Officers**

The policy in Clause 4 shall apply to the recruitment, selection and promotion of any employee or contractor.

### **6 Assistance to other charities**

In assisting and advising charities in the selection and appointment of independent examiners, provided the charity is legally entitled to have its accounts independently examined, ACIE seeks to treat all charities equally.

### **7 Implementation**

ACIE seeks to ensure that its publications, and any public comments by trustees or officers, reflect this Equal Opportunities Policy.