**Equal Opportunities Policy**

**Definitions: ‘Nightline’** is an umbrella term for the university listening service which operates across almost 100 universities across the UK, but for the sake of simplicity it will, in this policy, refer to the University of Dundee Nightline service. **‘We’** refers to the Nightline Committee.

**Our commitment:** We are committed to ensuring equality for all prospective and active volunteers and we will endeavour to prevent discrimination of any kind from existing within Nightline. We recognise the value in this practice and the positive environment it creates for volunteers.

**What equal opportunities means to us:** No individual will ever face discrimination of any kind, regardless of their gender, race, age, religion, sexual orientation, political beliefs, disability or ethnic origin, whilst volunteering for, or applying to, Nightline.

**What measures will we take to ensure equal opportunities for volunteers?**

* All volunteers and applicants will be treated fairly and with respect.
* Any student, except those limited by the exceptions stated in our Volunteer Policy (section 4.1) are eligible to apply for Nightline volunteering.
* All volunteers have a responsibility to report incidents related to discrimination and all volunteers receiving complaints have a responsibility to take suitable action.
* We will clearly define contacts both within our organisation and externally who volunteers and applicants can approach if they feel that they have experienced discrimination of some form. These contacts will be responsible individuals who will manage the complaint appropriately.
* Available positions will be advertised through a variety of means in order to notify as many students as possible.
* We will ensure every Nightliner has an opportunity to run for committee in a fair election.
* Our recruitment process will be reviewed regularly to ensure it is fair and appropriate.
* Breaches of this policy will be treated seriously and could result in disciplinary action and/or expulsion from the service.
* All volunteers will be made aware of this policy and reminded of its existence.
* This policy will be reviewed annually by the Nightline committee.