

John Rowan & Partners

Equal Opportunities Policy

Commitment to equal opportunities

John Rowan & Partners is committed to the principle of equal opportunities in employment and is opposed to any form of less favourable treatment or financial reward through direct or indirect discrimination, harassment, victimisation to employees or job applicants on the grounds of race, religious beliefs, political opinions, creed, colour, ethnic origin, nationality, marital/parental status, sex, sexual orientation or disability.

John Rowan & Partners is opposed to any form of less favourable treatment on the grounds of handicap or age.

John Rowan & Partners recognises its obligations under the Sex Discrimination Act, The Equal Pay Act, Article 119 of the Treaty of Rome, The Race Relations Act and The Codes of Practice published by the Equal Opportunities Commission, the Commission for Racial Equality and the European Commission;

- a) For the elimination of discrimination on grounds of sex or marital status and for the promotion of equal opportunity in employment.
- b) For the elimination of racial discrimination and promotion of equal opportunity in employment.
- c) For the elimination of discrimination in pay between men and women who do the same work, or work of a similar nature or work of equal value.

Additional details in support of the above policy are to be found in [JRP Staff Handbook](#)

Signed:



Managing Partner