



## Our commitment

Yorkshire Housing, is a proud equal opportunities employer. Our aim is to be an 'employer of choice' and support diversity & inclusion in the workplace.

We value diversity and recognise the benefits of employing a diverse colleague base. As an employer and through our work in providing homes, we will help ensure fair treatment for all members of the community regardless of race, ethnic origin, nationality, gender, disability, religion, marital status, maternity, sexuality or sexual orientation, or age.

## Our principles

- We value the diversity and talents of all individuals & promote building a diverse and inclusive workplace.
- We support and empower people to succeed in our organisation & promote equality of opportunity for all in our employment and services.
- We deliver appropriate, flexible and accessible services & employment practices
- We challenge prejudice, discrimination and harassment.

## Our approach

We are committed to creating an inclusive culture. To help achieve equality & diversity, we monitor data proactively, against protected characteristics.

Equality and diversity is included in training for all colleagues and Board members and specific training is provided appropriate to roles.

We also have a colleague led equality, diversity & inclusion group, which aims to be a voice for colleagues in building a more inclusive culture.

## Harassment anti-social behaviour and domestic violence

We are committed to dealing promptly and effectively with harassment (racial and other), anti-social behaviour and domestic violence affecting customers and colleagues.

We have effective policies and procedures on dignity at work and whistleblowing & have a zero tolerance approach to harassment within the workplace.

