

twenty**fifty**[®]

Equal opportunities policy



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EQUALITY, DIVERSITY, AND INCLUSION

twentyfifty is committed to encouraging equality, diversity, and inclusion, and eliminating unlawful discrimination.

As a consultancy specialising in human rights, it is particularly important to us to provide a workplace environment where all staff, associates, contractors, and applicants are treated equally, and with dignity and respect. We thus work hard to ensure all of our decisions and practices are free from bias and based solely on merit. This is particularly important in relation to:

- pay and benefits
- terms and conditions of employment
- grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- recruitment
- learning and development
- promotion

We recognise that diversity of thought and experience makes us a stronger team and value our differences. We strongly encourage applicants from all walks of life to apply to work with us.

We promote an inclusive workplace where all staff, associates and contractors are encouraged to contribute their ideas and suggestions, and we value them equally. We work in an open and collaborative way and welcome and encourage honest feedback.

LEGISLATION

twentyfifty is committed to complying with equalities legislation in all countries in which we operate, including:

- The UK Equality Act 2010 with protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation
- EU Equality Directives:
 - 2000/43/EC (Race equality)
 - 2000/78/EC (Employment Equality Framework)
 - 2006/54/EC (Equal Treatment) and
 - 2004/113/EC (Gender Directive)
- The Basic Law for the Federal Republic of Germany, Article 3
- Allgemeines Gleichbehandlungsgesetz AGG

REPORTING A PROBLEM

twentyfifty will take seriously any allegations of discrimination, victimisation, bullying and harassment by fellow employees, clients, suppliers, visitors, the public and any others in the course of our work activities. Such acts will be dealt with as misconduct under twentyfifty's grievance and disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

If a complaint of this nature is brought to the attention of the leadership team, it will be investigated promptly, and appropriate action will be taken. In cases of allegations against a client, employees of twentyfifty can expect the full support of the leadership team in assisting you with your complaint.

[Grievance Procedure](#)

[Disciplinary Procedure](#)

REVIEW

twentyfifty will review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.