



Queer Careers

Equality, Diversity and Inclusion Statement

I am a sole trader operating as Queer Careers, and I am not planning to employ any members of staff at this stage or for the foreseeable future. However, the services I provide put me into positions of trust and confidentiality with a large number of people. This policy therefore sets out my aims, values and practice around the issue of equality and diversity as a sole trader.

Definition

Equality is about creating a fairer society where everyone has the opportunity to fulfill their potential. Diversity is about recognising and valuing difference in its broadest sense.

Aims

I am wholeheartedly committed to the principle of equality of opportunity as a provider of services to others. I aim to provide services to all irrespective of gender, race, disability, age, sexual orientation, religion, belief, gender reassignment, pregnancy and maternity or marital or civil partnership status.

I look to ensure that my practice is in the service of the celebration of human difference and diversity, and that at no time is my practice used as a means of coercion or oppression of any group or individual. I aim to be supportive, fair, just and free from discrimination.

I support the Career Development Institute's (CDI) code of ethics which, in regard to equality, states that; *Members must actively promote equality and diversity and work towards the removal of barriers to personal achievement resulting from prejudice,*



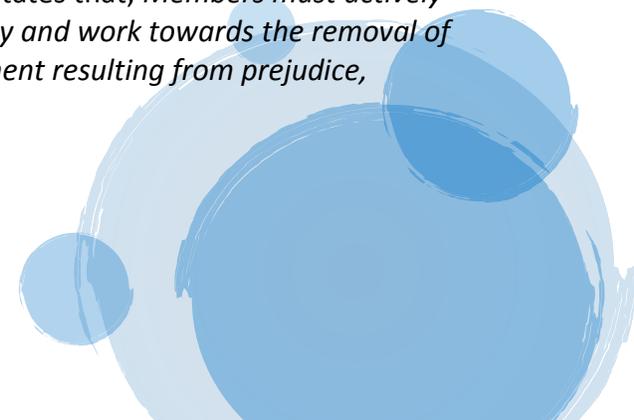
Southampton, UK

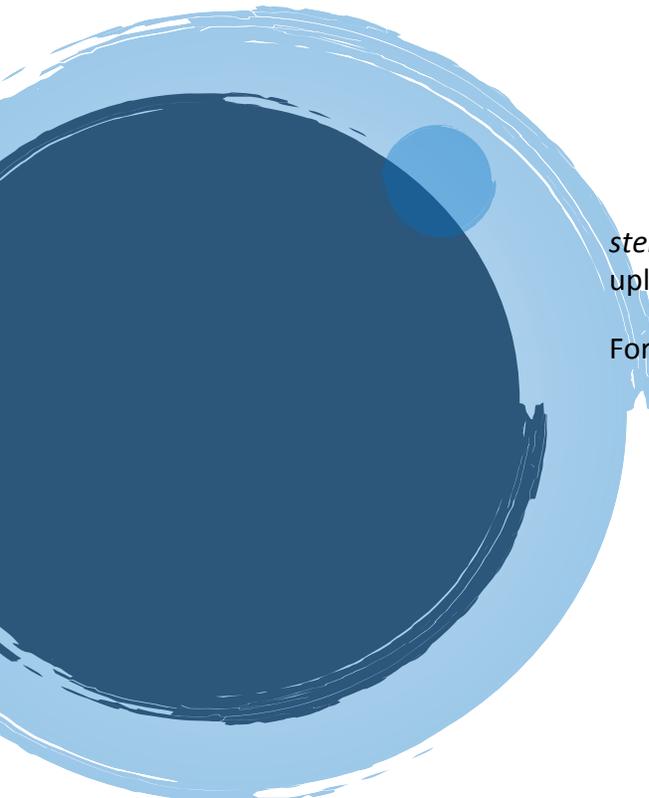


queercareers@outlook.com



<https://queercareers.com>





stereotyping and discrimination. The full code of ethics can be uploaded by clicking [here](#).

For me to achieve this, I agree to:

- Avoid knowingly discriminating on any grounds
- Constantly seek to enhance my own awareness of possible areas of discrimination
- Challenge in a supportive way any clients whom I perceive to be using discriminatory behaviour
- Monitor my language, both spoken, written and non-verbal, for inadvertent discrimination
- Engage in developmental activities that are likely to increase my self-awareness, especially in relation to diversity Communication of this policy.

This policy will be communicated to my clients and potential clients via the company website: www.queercareers.com. A copy of this policy will also be available to all clients and potential clients upon request.

