



## **EQUALITY, DIVERSITY & INCLUSION (ED&I) POLICY**

As an ambitious, international non-governmental organisation (NGO) working to advance inter faith and inter cultural understanding and relationships, Baraza e.V. is committed to promoting equality, diversity and inclusion for all. Irrespective of colour, race, religion or belief, ethnic or national origins, gender, marital/civil partnership status, sexual orientation, disability or age, we aim to act both in the letter and spirit of equalities legislation and good practice.

Organisations we work in partnership with are also expected to abide by our mission to celebrate equality, diversity and inclusion for all.

The aim of this policy is to ensure that no job applicant, employee or service user receives less favourable treatment on the grounds listed above.

### **Accountability**

The promotion of ED&I is everyone's responsibility. However, the President has overall responsibility for the policy's day to day implementation and reporting at Executive level.

### **Definitions**

Direct Discrimination occurs when a person is treated less favourably than others in similar circumstances on one or more of the above grounds.

Indirect Discrimination occurs when a condition or requirement is imposed which adversely affects one particular group considerably more than another and cannot be strictly justified in terms of requirements for performing the job.

### **Recruitment of Stakeholders (e.g. Executive/ Staff/ Advisors/ Associates/ Consultants)**

We actively seek to recruit the right blend of talent, skills and potential, promoting equality for all and welcoming stakeholders from a wide range of backgrounds. We select candidates based on their skills, qualifications, experience and commitment to the values and purposes of the organisation.

A written role description or service specification shall be prepared in respect of opportunities which arise. It shall be checked and agreed by the President for direct and indirect discrimination before any recruitment procedures commence where applicable.

### **Criminal records or related checks**

Baraza reserves the right to ask candidates about any criminal convictions whether unspent or otherwise. Volunteers must provide full and honest answers. Failure to do so can result in termination of a relationship.

Baraza can undertake criminal records or related checks with external bodies if it wishes to or request official paperwork from the candidate which demonstrates a clear check within the past year.

All new stakeholders will be given an induction. All employees will be given equal opportunities and where appropriate, access to training and development to enable them continuously to improve their performance.

**Policy status**

Baraza may alter or adapt this policy and any components of it at any time.

This Policy is approved and endorsed by Baraza Executive.

Baraza intends to review this policy by the end of September 2025.

Name: Georg Popp

Signature:

A handwritten signature in black ink, appearing to read 'Georg Popp', written over a vertical line.

Role: President

Date: 8<sup>th</sup> October 2022

Baraza e.V.  
Treffauerstrasse 18  
81373 Munich  
Germany

[www.baraza.ngo](http://www.baraza.ngo)  
<https://www.facebook.com/baraza.ngo/>

Registry Court Munich VR 207246.