

ocProducts: Equal Opportunities policy

ocProducts strives to be an equal opportunity employer. Therefore we aim to treat all workers and job applicants equally.

There will be no discrimination in respect of marital status, gender, sexuality, disability, age, colour, race, religion, nationality, ethnic, national origins, or trade union membership. There will be no discrimination on these grounds in the terms and conditions offered to workers or job applicants.

The policy also covers recruitment, induction, conduct at work and the disciplinary and grievance procedure. The only basis for promotion or selection is the management's considered opinion of the applicant's suitability for the job. We strive to eliminate hidden prejudices from any advertised job positions.

All workers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals. Any worker found to be discriminating will face disciplinary proceedings.

To promote an accessible web, ocProducts will develop all projects to meet the W3C Web Content Accessibility Guidelines (level A), unless we explicitly decide not to (in writing) for a particular project for cost reasons.

Prepared by the ocProducts management, 12th June 2009. Updated 01 March 2010.