

FBN ARCHITECTS

Equal Opportunities Policy

The Practice considers any form of discrimination, i.e. treating one person less favourably than others, is unacceptable in terms of humanity, good practice, social justice and legal duty.

The Practice recognises that discrimination can be direct or indirect and can take place at a personal or at an institutional level.

1. *Direct Discrimination*

Treating a person less favourably than others on grounds of age, gender, marital status, race, sex, disability or sexual orientation.

2. *Indirect Discrimination*

Applying any requirement or condition, which, though applied equally to everybody, is such that a considerably smaller proportion of people of one group can comply with it than the proportion of other people, unless the requirement or condition can be shown to be justifiable irrespective of age, gender, marital status, race, sex, disability or sexual orientation.