



WINNERS GROUP INITIATIVE

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EQUAL OPPORTUNITIES POLICY

1 STATEMENT OF POLICY AND PURPOSE OF POLICY

- 1.1 Winners Group Initiative (organization) is committed to equal opportunities for all staffs, volunteers and members.
- 1.2 It is our policy that all implementation of project and programs decisions are based on merit and legitimate needs of the organization, members and the community. The organization does not discriminate on the basis of race, sex, pregnancy, marital status, health status, ethnic or social origin, color, age, disability, religion, conscience, belief, culture, dress, language or birth or any other ground on which it is or becomes unlawful to discriminate under the laws of Kenya(referred to as equality and freedom from discrimination).
- 1.3 Our intention is to enable all our members, management team and volunteers work in an environment and community which allows them to fulfill their potential without fear of discrimination and harassment. The organizations commitment to equal opportunities policy extends to all aspects of the work in all programs:
 - Membership selection and procedures
 - Terms of membership, including benefits and fees
 - Training, career opportunity, talent recognition and rights promotion
 - Work and volunteer policies, conduct issues, discipline, grievances, allocation of tasks and duties
 - Community empowerment and culture events
 - Termination of membership and matters after membership including continuation of sharing of benefits



- 1.4 This policy is intended to help the organization achieve its diversity and anti-discrimination aims by clarifying the responsibilities and duties of members, volunteers and staff in respect of equal opportunity and discrimination.
- 1.5 The principles of non-discrimination and equal opportunities also apply to the way in which staff and volunteers treat members, community, other organization with same objectives, visitors and organizations with different mission and objectives.
- 1.6 This is a statement of policy only and does not form part of a member, management team, volunteer and community agreement to join Winners Group Initiative. This policy may be amended at any time by the board of directors, in its absolute discretion.

2. Who is responsible for equal opportunities?

- 2.1 Achieving an equal opportunity community is a collective task shared between the community, volunteer, members and Winners Group Initiative. This policy and the rules contained in it therefore apply to all members, management team, volunteers, board of directors, honorary members and the community served by Winners Group Initiative.
- 2.2 All members, management team, board of directors and Winners Group Initiative have a personal responsibility to ensure compliance with this policy, to treat colleagues with dignity at all times and not to discriminate against other members, staffs, volunteers and organization with or differ in objectivity.

Approved on 30th November, 2023.

Chairperson: _____

Secretary: _____

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