



Western Health
and Social Care Trust

Joint Declaration of Protection

The Joint Declaration of Protection is a joint management and union agreement. Its purpose is to ensure that all employees understand their responsibility for ensuring that their conduct is consistent with the Western Health & Social Care Trust's determination to provide a neutral and harmonious working environment for all staff.

The Trust's Policy on Harassment explains the role of the employees and Managers and outlines the procedure for making complaints.

**Please ensure that you read and observe the contents of this
Joint Declaration of Protection**

Issue Date: 1 April 2007

HR 07/007

JOINT DECLARATION OF PROTECTION

This Declaration transferred to the Western Health and Social Care Trust on 1 April 2007. It is a joint management and union agreement which recognises the moral and statutory responsibilities placed on employers and Trade Unions by the Fair Employment (NI) Acts 1976 and 1989, the Sex Discrimination (NI) Orders 1976 and 1988 and the European Recommendation on the Protection of the Dignity of Women and Men at Work 1991, the Disability Discrimination Act 1995, the Race Relations (N.I.) Order 1997 and the associated Codes of Practice. Its purpose is to ensure that all employees understand their responsibility for ensuring that their conduct is consistent with the Western Health and Social Care Trust's determination to provide a neutral and harmonious work environment for all staff.

Declaration

1. Western Health and Social Care Trust (hereafter referred to as the Trust) and Trade Unions declare and fully accept that discrimination or victimisation in employment is unacceptable behaviour and is unlawful under the Fair Employment, Sex Discrimination, Disability Discrimination, and Race Relations legislation. They are committed to ensuring that any discrimination or victimisation carried out by employees will be vigorously opposed by both management and trade unions.
2. The Trust and Trade Unions affirm that every employee, whether permanent or temporary, has the right to work free from harassment or intimidation on grounds of gender, marital status, perceived religious affiliation, political opinion, race, ethnic origin, disability, age, sexual orientation, membership or non-membership of a trade union, willingness to assist a person who has claimed that they have been harassed, and real or suspected infection by disease.
3. The Trust and Trade Unions jointly condemn harassment or intimidation by words or actions and are committed to take all reasonable steps to prevent it occurring in the workplace. Intimidation or harassment may result in disciplinary action being taken which could warrant dismissal.
4. The Trust declares all work places under its control will be neutral and that an intimidating work environment will be discouraged by prohibiting:
 - a) the display of flags, emblems, posters, graffiti or the circulation of material or deliberate articulation of slogans or songs perceived to be of a divisive or sectarian nature and likely to give offence or cause apprehension to particular groups of employees. Only the authorised display of flags and emblems which are in line with the spirit and purpose of this declaration will be permitted.
 - b) the display or circulation of pornographic, sexist or racist materials which may cause offence.

- c) the display of any other materials which may cause offence in the context of paragraph 2 of the Joint Declaration of Protection.

The Trust recognises that this issue may need sensitive consideration not only in patient and client accommodation but also in staff residential accommodation.

- 5. The Trust is committed to ensuring that no employee will be treated less favourably because he or she has taken action or may take action in connection with the Fair Employment, Sex Discrimination, Disability Discrimination, or Race Relations legislation.
- 6. The Trust will oppose any attempt to prevent the employment, continued employment or career development of any persons in contravention of the Fair Employment, Sex Discrimination, Disability Discrimination, and Race Relations legislation.

Action

This Declaration will be prominently displayed in the workplace.

The policy will be kept under review and Trade Unions will be consulted on any changes required in the future.

Chief Executive

**on behalf of the
Staff Side**

Further information may be obtained from the Personnel Department