



## **AGE DISCRIMINATION POLICY**

### **1 INTRODUCTION**

- 1.1** The Royal Veterinary College (the College) is committed to the promotion of equal opportunity for all employees so that they are recruited, trained, appraised, and promoted on the basis of their merits and abilities regardless of age, sex, marriage & civil partnership, race, disability, religion or belief, gender reassignment, sexual orientation, pregnancy & maternity.
- 1.2** The aim of this policy is to prevent either direct or indirect discrimination, harassment or victimisation on grounds of age. Whilst this legislation is likely to primarily benefit older employees it is intended to cover employees of all ages and therefore will be relevant throughout the employment cycle, whatever the age of the employees involved.

### **2 RECRUITMENT AND SELECTION**

- 2.1** All recruitment and selection will be based on appointment of the best candidate for the post. Age should not be a determining factor in the process and using certain selection criteria including number of years experience should

