



It is the policy of Guillain-Barré & Associated Inflammatory Neuropathies (**gain**) to operate within the principles of equal opportunity in all aspects of our work. This includes staff employment, volunteer appointments and activities with our users.

We will not discriminate against our staff or volunteers on the grounds of gender, sexual orientation, disability or impairment, age, race, creed, colour, nationality, ethnic or national origin, trade union activity, HIV or marital status, religion or belief or similar bases.

We also recognise that potential staff and volunteers may have criminal records, and may be reluctant to apply for either paid posts or volunteering roles where they would be required to disclose details of their record. Having a criminal record is not necessarily a bar to working or volunteering with us, and **gain** welcomes applications from ex-offenders.

Our policy statements on the recruitment of ex-offenders is available to all staff and volunteers. A copy of the relevant policy statement will also be included in application packs for both paid vacancies and volunteering opportunities.

Furthermore, we value difference, and recognise the value that the different backgrounds, skills, outlooks and experiences of our volunteers bring to the organisation.

We will not tolerate behaviour that contradicts the letter or spirit of this policy.