

## ECCE EQUAL OPPORTUNITIES POLICY

The European Council on Chiropractic Education (ECCE) shall conduct all activities including but not limited to membership, service, hiring, appointment, promotion, accreditation evaluation visits and assignment in compliance with equal opportunity and nondiscriminatory practices.

People will be treated with respect, dignity and equality at all times regardless of age, race, nationality, sex, sexual orientation, disability or religion. Harassment, bullying, and victimization will not be tolerated. Behaviour of this type may lead to expulsion from the ECCE.

If the situation cannot be resolved with an acceptable apology and a promise that the offence will not be repeated, the following action will be taken:

1. The person in question will be requested to attend a meeting of the ECCE executive to explain their actions.
2. Membership in ECCE or on future accreditation evaluation teams may be withdrawn.