

## **Non-Discrimination Policy**

Discrimination is the unfair treatment of one particular person or a group of people.

Under the Equality Act 2010, it is against the law to discriminate against anyone on the basis of certain 'protected characteristics'.

These 'protected characteristics' are:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being [pregnant](#) or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

The following applies at all times:

1. Premium Security is committed to treating all of its customers and other members of the public in a fair and professional manner.
2. It is the policy and commitment of Premium Security that it does not discriminate on the basis of any of the 'protected characteristics' identified above.
3. Discriminatory treatment, harassment or intimidation of customers and other members of the public because of that person's 'protected characteristics' is prohibited.
4. Discriminatory treatment, harassment or intimidation of customers and other members may be grounds for termination.
5. Harassment and intimidation includes abusive, foul or threatening language or behaviour.



6. Premium Security’s staff/contractors will not act in a discriminatory way during the normal course of their duties which includes dealing with guests, searching guests and their belongings and admittance of guests to any of the venues where the services of Premium Security are engaged.

7. Examples of discrimination are:

- Charging different entrance fees to customers because of their ‘protected characteristics’ identified above
- Refusing entry because of the ‘protected characteristics’ identified above
- Only searching guests because of their ‘protected characteristics’ identified above

8. Issues of discriminatory treatment, harassment, or intimidation of any kind should immediately be reported to Venue Management and prompt action will be taken.

**I confirm that I have read, understood and agree to abide by the above rules.**

**Signed:**.....

**Name:**.....

**Date:**.....