

**The British Flower and Vibrational Essences Association
(BFVEA)
Equal Opportunities Policy 2013**

The British Flower and Vibrational Essences Association (BFVEA) aims to maintain operational standards that ensure that all its practitioners are treated equally, irrespective of age, disability, ethnic and national origin, gender reassignment, marital status, religion, sex or sexual orientation.

All BFVEA practitioners must ensure that all their work and activities show no discrimination in respect of age, disability, ethnic and national origin, gender reassignment, marital status, religion, sex or sexual orientation.

All BFVEA practitioners have personal responsibility for the practical application of this Policy, which applies to recruitment, promotion, training or development plus the treatment of students and the general public as well as each other.

Should anyone consider that they have been subject to unfair discrimination, or any form of harassment or victimisation, they should effect BFVEA's Disciplinary Procedure.

Any BFVEA practitioner who has been determined to have committed an act of unlawful discrimination shall be subject to disciplinary action according to BFVEA's Disciplinary Procedure.

Any doubts about the terms of this Policy or the application thereof should be addressed to the BFVEA Chairs.