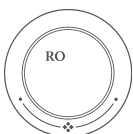


POLICY

Policy Name	Anti-Racist Policy
Date of Publication	October 2021
Superseded Policy	
Review Date	October 2023
Senior Responsible Officer	Head of HR Jane Ingram

Business in the Community (BITC) Anti- Racist Policy



If after an investigation a formal complaint is upheld in whole or in part this will be treated as a potential disciplinary offence, which may result in disciplinary action or dismissal from employment.

Any colleague victimising another colleague for bringing forth a complaint will face disciplinary action up to and including termination of employment.

It is the responsibility of line managers, together with Human Resource colleagues, to ensure that making a complaint does not result in subsequent victimisation.

Complaint

