

## PEOPLE AND WORK UNIT

### Human Rights Policy

*(This document forms part of the People and Work Unit employment pack)*

The People and Work Unit is committed to upholding all aspects of the Human Rights Act 1998 in its work. The Unit will assure compliance through a process of education and review. In particular the Unit and its work is governed by the following Articles of the Act (*a copy of the full text of the Articles is available from the People and Work Unit*):

#### **Article 8: Right to Respect for Private and Family Life**

The Unit accepts the right of all staff, project participants, research contributors and volunteers to respect for their private and family life, home and correspondence

- **Relevant policies:** Maternity, Paternity and Paternal Leave: Flexible Working: Privacy Policy: Data Protection: ICT Policy

#### **Article 9: Freedom of Thought, Conscience and Religion**

The Unit respects that right of all staff, project participants, research contributors and volunteers to freedom of thought, conscience and religion and to manifest their beliefs within any limitations prescribed by law or a democratic society.

- **Relevant policies:** Code of Conduct: Equal Opportunities: Disciplinary and Grievance Procedures: Volunteer Policy: Privacy Policy

#### **Article 10: Freedom of Expression**

The Unit respects that right of all staff, project participants, research contributors and volunteers to freedom of expression.

- **Relevant Policies:** Code of Conduct: ICT Policy: Volunteer Policy

#### **Article 11: Freedom of Assembly and Association**

The Unit respects that right of all staff, project participants, research contributors and volunteers to freedom of association with others including the right to form and to join trade unions.

#### **Article 14: Prohibition of Discrimination**

The Unit accepts that the rights and freedoms set out in the Human Rights Act 1998 apply to all people without discrimination on any ground.

- **Relevant Policies:** Human Rights: Code of Conduct: Volunteer Policy: Equal Opportunities: Health and Safety