

Equal Opportunities Policy – RED SEA PROJECT™

Purpose

The RED SEA PROJECT™ is committed to promoting equality, diversity, and inclusion in all aspects of its work. This policy outlines our dedication to creating an environment where everyone is treated fairly, with dignity and respect, and where any form of discrimination is actively addressed and intolerated.

Policy Statement

1. Recruitment and Selection

- Recruitment and selection processes will be fair, transparent, and based on merit.
- Job descriptions and person specifications will reflect only the requirements of the role.

2. Education and Training

- We will provide equitable access to training, education, and personal development opportunities.
- Learning materials and programs will be designed to meet diverse needs and promote inclusivity.

3. Inclusive Environment

- All activities and operations will promote a culture of respect, dignity, and inclusion.
- Efforts will be made to accommodate individual needs, including reasonable adjustments for disabilities.

4. Observance of Religious Beliefs and Customs

- RED SEA PROJECT™ respects and accommodates religious beliefs, customs, and festivals, ensuring that dietary preferences, personal care needs, worship practices, and leisure activities are considered and supported.

5. Communication

- We ensure that communication barriers, including language differences and physical impairments such as speech impairments or partial/total loss of hearing or sight, do not hinder interactions with our service users or team members.

6. Addressing Discrimination

- All allegations of discrimination, harassment, or victimization will be taken seriously and investigated promptly.
- Appropriate action will be taken against any individual found to be in breach of this policy.



RED SEA PROJECT™

International non-profit organization dedicated to the protection and conservation of marine ecosystems and biodiversity.

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7. Community Engagement

RED SEA PROJECT™ will collaborate with diverse local and global communities, ensuring representation and inclusion in decision-making and project execution.

Responsibilities

- **Leadership:** Ensure that equality, diversity, and inclusion are embedded in all policies and practices.
- **Team Members and Volunteers:** Actively promote a culture of respect and challenge any discriminatory behavior.
- **Partners and Stakeholders:** Comply with this policy and support RED SEA PROJECT™ in achieving its equality objectives.

The implementation of this policy is the responsibility of the RED SEA PROJECT™ leadership team. All team members and volunteers will receive training on equality, diversity, and inclusion to ensure a shared understanding and commitment.

Reviewed 2026