

## **CESGA'S EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY**

### **AIM**

Cesga aims to be an institution observing equal opportunity. CESGA aims to guarantee that its present and future staff is selected and treated according to their merit, talent and capacity, without regard to sex, gender, sexual orientation, family or marital status and other circumstances related to family, race, ethnic group, national origin, colour, creed, disability, ideology, trade union membership, economic class or any other non-relevant aspect for adequately carrying out the job required in every case.

Cesga wants to banish all unfair and discriminatory practices, regardless of how and when they occur.

In addition to the aforementioned, all institutions participated by the Xunta de Galicia, Cesga being one of them, are required to meet publicity and equal opportunity criteria in all personnel hiring processes.

### **Objectives**

In order to assure the implementation of this equal opportunity policy, CESGA is committed to meet the following principles or compromises, without the detriment of the established by current legislation.

- Fair and open proceedings will be followed when contracting, selecting, training and promoting workers, regardless the post they hold.
- Such proceedings will be periodically controlled, in addition to the stated by the legislation.
- Equal opportunity in the training of staff will be provided.
- Hiring, selection and promotion proceedings will be periodically examined in order to assure that they are not discriminatory in their intention or in their implementation.
- Effective processing of discrimination complaints will be guaranteed.
- The language used both in mail and in information provided by CESGA will reflect the spirit of this policy.
- Gender distribution figures will be collected and published yearly.