equality opportunity:

Equal opportunity was enshrined as a human right in 1950 via the United Nations. The Universal Declaration of Human Rights affirms that “all human beings are born free and equal in dignity and rights.” It was not until the 1990s that the term “equality” began to be widely used in the business world, particularly in relation to gender equality and diversity.

Since then, the concept of equality has evolved and expanded to include a range of other factors, such as race, ethnicity, religion, sexual orientation, and political beliefs. The term “equality” is now used to describe the principle that all individuals should be treated equally and have access to the same opportunities and resources.

In the context of the workplace, equality refers to the principle that all employees should be treated equally and have access to the same opportunities and resources, regardless of their personal characteristics. This includes equal pay, equal access to promotions and training, and equal treatment in the workplace.

The concept of equality has been incorporated into laws and policies around the world, with the aim of ensuring that all individuals are treated fairly and equally. However, despite these efforts, there is still much work to be done to ensure that equality is a reality for all individuals, particularly in areas such as pay and representation in leadership roles.

In conclusion, the concept of equality is a fundamental human right that should be upheld in all aspects of life, including the workplace. It is essential that we continue to work towards ensuring that all individuals are treated equally and have access to the same opportunities and resources.

References:

- United Nations, Universal Declaration of Human Rights, 1948
- IBM, Diversity and Inclusion: How to Make It Work For You, 2019
Moreover, LUX* Resorts & Hotels encourages any Team Member of the Company to report promptly on any inappropriate practices or actions according to the Whistleblowing Policy.

LUX* Resorts & Hotels encourages any Team Member who feels dissatisfied with any matter relating to his work, to immediately raise the grievance verbally, or in writing, with his immediate superior, by which the grievance can be aired and resolved as near as possible to the point of origin according to the Grievance Procedures.

In addition, LUX* Resorts & Hotels undertakes that selection for employment, promotion, transfer and training and access to benefits, facilities and services will be fair and equitable and based solely on merit.

LUX* Resorts & Hotels will take the following steps to implement the Policy as follows:

a) The Policy is a priority for the organisation and the Chief Human Resources Officer will be responsible for the day-to-day operation of the Policy.

b) The Policy will be communicated to all Team Members of LUX* Resorts and will be posted on the organisation’s website for the information of all Team Members and job applicants.

c) Regular consultations will be held with Team Members, their representatives, the trade unions (if any) on the Policy, and on related action plans and strategies.

d) All Team Members will be trained on the Policy; on their rights and responsibilities under the Policy, and on how the Policy will affect the way they carry out their duties and also what constitutes acceptable and unacceptable conduct in the organisation.

e) Managers and Team Members in key decision-making areas will be trained on the discriminatory effects that certain provisions, practices, requirements, conditions and criteria can have on employees and the importance of being able to justify decisions to apply them.

f) Complaints on alleged discrimination in the course of employment will fully be investigated and appropriate disciplinary actions will be taken whenever deemed necessary.

g) Opportunities for employment, promotion, transfer and training will be advertised widely, internally and externally. All applicants will be welcomed, irrespective of their status, save in cases where a genuine occupational requirement or statutory exception applies. Selection criteria will be entirely related to the job or training opportunity and all Team Members will be encouraged to develop their skills and qualifications, and to take advantage of promotion and development opportunities in the organisation.

h) Grievances, disciplinary action, performance appraisal and termination of employment will be monitored.
i) Requirements, conditions, provisions and practices will be regularly reviewed and revised with a view to eliminating any form of discrimination at work.

j) An equal opportunities action plan will be drawn up, with equality targets and timetables, to show what steps the organization plans to take to achieve equality of opportunity. The effectiveness of the policy and the plan will be monitored regularly. A report on progress will be produced each year and published via the website, staff newsletter, notice boards and the annual report.

This policy has been endorsed by the Chief Executive Officer of LUX* Resorts and has the full support of the Management and Board of Directors.

The policy was approved on the 05th of August 2013, following consultation with senior Managers, Team Members, Team Members’ representatives and trade unions.

All Team Members are responsible for familiarising themselves with this policy. Managers must also make sure their team members know about, and follow, the policy.