

**Affiliation of Crystal Healing Organisations  
Equal Opportunities Policy  
January 2007**

ACHO's objective is to maintain operational standards so that all its Members, Principals, Tutors, Students and Practitioners are treated equally, irrespective of race, sex, sexual orientation, religion, disability, age, gender reassignment, marital status or ethnic origin. ACHO Members, Principals and Tutors are instructed to ensure the following:

1. There shall be no discrimination in respect of race, sex, sexual orientation, religion, disability, age, gender reassignment, marital status or ethnic origin.
2. Recruitment, promotion, training and development shall be determined on capability and merit only.
3. ACHO Members, Principals and Tutors have personal responsibility for the practical application of this Policy, which applies to the treatment of students and the general public as well as to each other.
4. Any ACHO Member, Principal or Tutors that is involved in recruitment, promotion or training has specific responsibility for the practical application of this Equal Opportunity Policy.
5. In the event that someone considers that he/she has been the subject of unfair discrimination, or any form of harassment or victimisation, the employee should refer to ACHO's Grievance Procedure.
6. Anyone who has been determined to have committed an act of unlawful discrimination shall be subject to disciplinary action according to ACHO's Disciplinary Rules and Procedures.
7. If there is any doubt about the terms of this Policy or the application thereof anyone should consult the ACHO Secretary or ACHO Disciplinary Chair