

Anti-discrimination policy

Wiertz Company's business is aimed at giving jobseekers a fair chance of employment, regardless of their age, gender, marital status, sexual orientation, life, political or religious beliefs, race, ethnic origin or nationality. In recruitment and selection, job-seekers are treated equally by being assessed solely on job-related criteria.

Definition of discrimination

Discrimination is defined as: making a direct or indirect distinction between people on the grounds of age, gender, marital status, sexual orientation, life, political or religious beliefs, race, ethnic origin or nationality. Discrimination is explicitly also understood to mean accepting requests from clients to make a distinction in recruitment and selection between persons on the basis of criteria that are not necessary or relevant for a good filling of the position.

Point of view of Wiertz Company

Wiertz Company rejects any form of discrimination. Requests from clients to take certain criteria into account when recruiting and selecting are only honoured if there is an objective justification.

There is objective justification if selecting on the requested criteria:

- It serves a legitimate purpose. This means that there is a good - job-related - reason to select on the criteria in question when recruiting and selecting (an example of a legitimate aim is safety);
- Results in the achievement of the legitimate aim, the means is suitable to achieve the aim;
- Is in reasonable proportion to the aim, there is proportionality to the aim;
- Is necessary because there is no other, less distinguishing way to achieve the goal, the necessity criterion is met.

Wiertz Company does not tolerate that employees are discriminated by third parties. Employees are here also understood to be the employees who perform work under the management and supervision of a hirer.

Action by employees

1. Employees have their own responsibility to be alert to requests from clients of a discriminatory nature, to recognise such requests and to ensure that they are not complied with.
2. If the employee has doubts about whether or not there is objective justification for a request from a client to take certain criteria into account in the recruitment and selection, or has questions about how to deal with a request, the employee can consult with his or her immediate superior.
3. If the employee notices discrimination and wishes to raise the issue, wishes to report abuses or misconduct and/or has a matter of confidentiality, the employee can contact his immediate superior. If this does not lead to a satisfactory result for the employee, the employee can contact the management.



Responsibilities of the employer

Wiertz Company is responsible for:

1. Creating a safe working climate where people treat each other with respect, there is room for constructive consultation and undesirable behaviour in any form is prevented and dealt with;
2. The awareness and implementation of this antidiscrimination policy. This includes taking care that the employees:
 - Are informed about and familiar with the policy. This is realised in the following way: periodically discussing this theme in work meetings;
 - Have received proper instructions on how to recognise discrimination and discriminatory requests. This is achieved in the following way: periodically discussing this theme in work meetings;
 - Are prepared for the situation that they are confronted with a discriminatory request and know how to conduct and turn around a conversation with clients.

Hirers and partners are informed during (workplace) visits that Wiertz Company conforms to this policy. If you have a question about our equal treatment policy, you can of course contact your regular contact person within our organisation.

