EQUAL OPPORTUNITIES EMPLOYER

Brightwater Recruitment provides recruitment consultancy services for a range of national and international companies encompassing both the public and private sector. Established in Ireland in 1998, Brightwater is now one of the leading recruitment consultant companies with offices in Dublin and Cork.

Brightwater is an equal opportunity employer and is fully committed to a policy of treating all its employees and job applicants equally.

The company will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, marital or civil partnership status, age or disability.

Brightwater will also take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity and that is free of harassment based upon an employee's race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, marital or civil partnership status, age or disability.

The company will not condone any form of harassment, whether engaged in by employees or by outside third parties who do business with the company. Employees have a duty to co-operate with the company to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination or harassment.

Action will be taken under Brightwater's disciplinary procedure against any employee who is found to have committed an act of improper or unlawful discrimination, harassment, bullying or intimidation.

The company will regularly monitor the effects of selection decisions and personnel and pay practices and procedures in order to assess whether equal opportunity and dignity at work are being achieved. This will also involve considering any possible indirectly discriminatory effects of its working practices.

Person responsible for policy:

Barbara McGrath
Managing Director