

Antidiscrimination policy

General starting point

Keser aims at giving jobseekers a fair chance at work, regardless of their age, gender, marital status, sexual orientation, life principles, religious or political beliefs, race, ethnic origin or nationality. During the recruitment and selection process, job-seekers are treated equally because they are only assessed on criteria that are position-related.

Purpose

The purpose of this policy is to be clear and transparent towards employees and third parties about:

1. What Keser means by discrimination / discriminatory requests.
2. Keser's position on discrimination / discriminatory requests.
3. Actions by employees:
 - a. The expectations about how the employees act during their work, in particular during the work (in support of the business activities) concerning recruitment and selection.
 - b. Where the employees can go for consultation and/or with a complaint.
4. Responsibilities of the employer.
5. Complaints procedure.

Definition of discrimination

Discrimination means: making a direct or indirect distinction between persons based on age, gender, marital status, sexual orientation, life principles, religious or political beliefs, race, ethnic origin or nationality. Discrimination is also explicitly understood as accepting clients' requests to make a distinction between persons when recruiting and selecting based on criteria that are not necessary or relevant for a proper fulfillment of the position.

Position Keser

Keser rejects any form of discrimination. Requests from clients to consider certain criteria in the recruitment and selection process will only be honored if there is an objective justification.

There is objective justification if selecting based on the requested criteria:

- Concerns a legitimate purpose. This means that there is a good – position-related – reason to select on the criteria concerned when recruiting and selecting (an example of a legitimate purpose is safety).
- Results in achieving the legitimate purpose.
- Is in reasonable proportion to the purpose.
- Is necessary because there is no other, less distinctive, way to reach the goal, i.e. the necessity criterion is met.

Keser does not tolerate employees being discriminated against by third parties. 'Employees' is also understood to mean employees who work under the direction and supervision of a hirer.

Actions by employees

Employees have their own responsibility to be alert to requests of a discriminatory nature from clients, to recognize such requests and to ensure that they do not cooperate.

If the employee has doubts about the presence of objective justification regarding a request from a client to take certain criteria into account when recruiting and selecting, or has questions about how to handle a request, the employee can go for consultation with the management.

If the employee identifies discrimination and wants to raise the matter, report abuse or misconduct and/or has a trust issue going on, the employee can go to the manager. If this does not lead to a satisfactory result, the employee can follow the complaints procedure below.

Responsibilities of the employer

Keser is responsible for:

1. Creating a safe work climate where people treat each other with respect, there is room for constructive consultation and undesirable behavior in whatever form is prevented and dealt with.
2. The recognisability and implementation of the present antidiscrimination policy. This includes, among other things, ensuring that employees:
 - a. Be informed about and familiar with the policy. During the training about the privacy law as part of the introduction period, the policy is discussed in detail.
 - b. Have received proper instructions on how to recognize discrimination and discriminatory requests. For this employees have access to e.g. a campaign 'Werk jij mee? Zeg nee' which is provided by the ABU.
 - c. Are prepared for the eventuality of being confronted with a discriminatory request and know how they can conduct and reverse the conversation with clients by means of the aforementioned campaign .
3. The evaluation and adjustment of the present policy.

Complaints

Keser aims to organize the recruitment and selection process and other business activities for everyone in such a way that any form of discrimination is prevented. If, all the same, you do not feel comfortable with something, you can always contact Keser. If there are complaints with respect to discrimination (for example, receiving a discriminatory request or experiencing discrimination yourself), report this by following the steps below.

Applicant, seconded employee or external party:

Contact one of our employees or send your confidential e-mail to management@keser.nl in which you explain the situation. Together with Keser, the situation will be evaluated and, if necessary, investigated. Based on this, the next steps will be determined in order to tackle the discrimination.

Internal employee:

Contact your manager and make the situation known. Open communication is very important to Keser. Together with your manager, the situation in question will be evaluated and, if necessary, the options for improvement will be examined. If, for whatever reason, you cannot go to your manager, make complaints known to the management or to HR. In addition, it is possible to use the ABU complaints desk for discriminatory requests via <https://www.werkjijmeezegnee.nl/meldpunt>.