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## Overview

### **This unit is appropriate for you if your role involves:**

1. Ensuring that your behaviour promotes equality of opportunity for all members.
2. Assisting in the elimination of discrimination.
3. Advising on how to promote equality of opportunity and contributing to diversity programmes.

### **The activities you are likely to be involved in:**

4. Identifying and responding to discriminatory behaviour.
5. Challenging discrimination in others on the basis of race, sex, sexual orientation, disability, age, employment status, etc.
6. Obtaining specialist advice from union sources and specialist commissions.
7. Promoting equality of opportunity and representation within the union.

### **What the unit covers:**

8. Promoting the elimination of discrimination.

**Performance  
criteria**

**Promote the elimination of discrimination**

*You must be able to:*

- P1 Acknowledge and respect the choices, identity and beliefs of others.
- P2 Assist colleagues and members to examine ways in which their behaviour may demonstrate discrimination to others.
- P3 Seek appropriate advice, guidance and support where discriminatory behaviour and views are encountered within the union.
- P4 Seek appropriate advice and guidance if you are unsure of the effect your behaviour may have on another person.
- P5 Challenge inappropriate and discriminatory behaviour or remarks and explain the problems which they may cause in a clear and appropriate manner.
- P6 Report persistent inappropriate and discriminatory remarks and behaviour to a suitable authority and initiate corrective procedures.
- P7 Promote equality of opportunity and representation within the union and encourage members from under-represented groups to stand for election.
- P8 Keep abreast of legislation on discrimination.

**Knowledge and understanding**

**The nature and role of equality of opportunity**

*You need to know and understand:*

- K1 The value of diversity in the working environment.
- K2 Different types of discriminatory behaviour.
- K3 The needs of under-represented groups.

**Principles and concepts**

*You need to know and understand:*

- K4 Aspects of discrimination which may be significant in your workplace and how to challenge them.
- K5 Sources of advice and guidance.
- K6 The communication skills required to help people address their own behaviour.

## CFAUC8

Promote equality of opportunity and fair treatment for all union members

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**Originating organisation** TUC

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**Relevant occupations** Trade Union Representatives and Professionals

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**Suite** TUC Core Trade Union role

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**Key words** representing union; promoting union; union campaigns; union equality or opportunity; union policies; union initiatives