



CAPE TOWN PHILHARMONIC ORCHESTRA NPC

EMPLOYMENT EQUITY & DISCRIMINATION POLICY

Introduction

The Cape Town Philharmonic Orchestra (CPO) is an equal opportunity organisation committed to its mission statement:

To excel as a world class multi-functional symphony orchestra dedicated to entertaining and educating diverse South African audiences with the finest musical performance while also creating career opportunities as well as a platform for local and international musicians of the highest calibre.

Policy Guidelines

These guidelines apply to permanent and ad-hoc employees and are framed to allow all employees to reach their potential in a culture of dignity, sensitivity and respect and eliminate the potential for marginalisation and discrimination.

The CPO is thus committed to tolerance in a non-discriminatory organisation in all forms. The CPO is cognisant of the need for dignity and fairness, irrespective of race, gender identity, gender expression, intersex status, colour, pregnancy, marital status, family responsibility, ethnic or social origin, age, disability, religion, HIV/AIDS status, belief, political opinion, physical appearance, culture, language.

The CPO is also committed to non-violence and to ensuring that no intimidation, victimisation, sexual harassment or gender abuse is tolerated in the workplace.

Mindful of the country's history of discrimination, the CPO is committed to:

- deepening the policy of ongoing transformation to people of colour (POC) within the orchestra's ranks and management, including the engagement of ad hoc musicians;

- continuing to ensure that women are treated equally;
- giving local performers performance opportunities with a full symphony orchestra;
- making it possible for people with disabilities to work with the orchestra;
- expanding its symphony and other concert repertoire to be inclusive of South African compositions.

The CPO strives to eliminate all forms of unfair discrimination and will take corrective action should such discrimination occur. Grievance mechanisms are set out in the CPO Policies and Procedures document to address any inappropriate conduct.

All employment equity measures and decisions will be transparent. The CPO's Employment Equity Consultative Forum regularly meets to evaluate employment equity issues.