



GUYANA POLICE FORCE ACADEMY EQUAL OPPORTUNITIES POLICY

1. BACKGROUND

1.1 The Guyana Police Force Academy provides equal opportunities in educational programmes and employment, to students and applicants to the Organization. This is regardless of; race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, and gender identity as outlined in the Guyana Police Force Standing Orders No.19. This practice is designed to extend opportunities based on individual merit and qualifications will be utilized to ensure that all applicants for employment are treated fairly based on their qualifications and abilities and in keeping with the existing policies and procedures for employment.

1.2 Moreover, the Guyana Police Force Academy is committed to ensuring that the training environment provides the facilities to enable full access to a person with disabilities. It is the responsibility of each student and member of staff to take the necessary actions to address any issues of discrimination.

2. OBJECTIVE

2.1 The objective of this policy is to provide the Guyana Police Force Academy with an environment that speaks to fairness and inclusiveness for all potential and current students of the academy, regardless of their background or identity.

3. POLICY STATEMENT

3.1 The Guyana Police Force Academy is unwavering in its commitment to fostering a learning environment that embraces diversity, promotes fairness, and guarantees equal opportunities for all. This policy serves as a cornerstone principle, guiding our recruitment, selection, training, and advancement practices within the academy.

4. SCOPE

4.1 The scope of this policy encompasses aspects of the Academy's operations where equal opportunity and inclusion might be impacted. Below are some key areas:

4.2 Promote Inclusion and Belonging:

- **Develop a culture of acceptance and respect:** The Guyana Police Force Academy will continue to promote an atmosphere where all individuals feel welcomed, valued, and supported, regardless of their differences.
- **Eliminate discriminatory behavior and harassment:** Provide clear guidelines and mechanisms for reporting and addressing instances of discrimination and harassment within the Academy.
- **Build a sense of community:** Foster a spirit of collaboration and unity among students from diverse backgrounds as well as promoting inclusivity and belonging within the Guyana Police Force.

4.3 Recruitment and Selection:

- **Job descriptions and recruitment materials:** Ensure language and imagery are free from bias and portray the Academy and Police Force as welcoming to all genders, ethnicities, religions, abilities, and backgrounds.
- **Outreach and advertising:** Actively target recruitment efforts towards underrepresented groups and communities through partnerships with relevant organizations and targeted campaigns.
- **Selection criteria and processes:** Evaluate applicants based on merit and relevant skills, utilizing objective and standardized tests and assessments free from personal bias.
- **Background checks and medical evaluations:** Apply background checks and medical evaluations consistently and fairly, ensuring they do not disproportionately exclude protected groups.

4.4 Combat Discrimination and Promote Fairness:

- **Eliminate any form of discriminatory practices:** This includes ensuring equal access to recruitment, selection, training, and advancement opportunities based on merit and without bias against any individual or group based on protected characteristics such as race, ethnicity, gender, religion, disability, sexual orientation, or any other irrelevant factor.
- **Uphold a fair and transparent selection processes:** Establish a well-defined recruitment and selection criteria that are objective, transparent, and applied consistently to all applicants.
- **Address historical inequalities:** Recognize and actively address any existing inequalities within the Guyana Police Force.

4.4 Training and Development:

- **Curriculum and learning materials:** Design curriculums and training materials that are inclusive, reflecting diverse perspectives and experiences, and free from discriminatory stereotypes or language.
- **Instructional practices and assessments:** Ensure instructors treat all students fairly and respectfully, employing diverse teaching methods and providing equitable opportunities for participation and assessment.
- **Mentorship and support:** Offer mentorship and support programs that are accessible to all students.
- **Professional development opportunities:** Provide equal access to professional development opportunities, training programs, and leadership positions for all students, regardless of their background.

5. COMPLIANCE AND ENFORCEMENT

5.1 The Force Training Officer, Commandants, Quality Management Committee, and Instructors will ensure strict compliance of this policy in accordance with the Police Standing Orders, Laws of Guyana, local and international accreditation standards, and best practices.

6. REPORTING AND COMMUNICATION

6.1 The Force Training Officer will report to the Quality Management Committee, Training Board, and the Executive Leadership Team.

7. EFFECTIVE DATE

7.1 This policy came into effect on October 11, 2023.

8. REVIEW PERIOD

8.1 A review of this policy will be conducted annually. The review will be conducted by the Training Board. The results of the review will be shared with the relevant stakeholders and necessary changes to the policy will be implemented based on the review.

9. REVISION DATE

9.1 Revised in February 2024.

10.0 APPROVAL OF POLICY

10.1 This policy was approved by the Guyana Police Force Executive Leadership Team and the Guyana Police Force Academy Training Board.