

**Northern Ireland Local Government Officers' Superannuation Committee**  
**Equality screening report – 1 July to 30 September 2016**

**Policies screened in Q2 of 2016/2017**

<b>Policy title</b>	<b>Aim of policy</b>	<b>New / existing policy</b>	<b>Date of screening</b>	<b>Screening decision</b>
Alcohol and Drug Policy	The purpose of this policy is to make clear to all staff NILGOSC's and employees' responsibilities concerning alcohol, drug and substance abuse while at work and the action to be taken if such circumstances arise. The Policy aims to contribute to a safe and healthy work environment.	Existing	12/8/2016	Screened Out.

**Policies scheduled for screening in Q3 of 2016/2017**

<b>Policy title</b>	<b>Aim of policy</b>	<b>New / existing policy</b>
Shared Parental Leave Policy	The aim of this policy is to help employees to combine their career with family responsibilities, and to help NILGOSC retain key skills. This policy complies with both the letter and spirit of the law on parental leave rights, and it also reflects the enhanced benefits as laid down by the National Joint Council.	New
Dignity at Work Policy	The aim of this policy and the accompanying procedure is to prevent harassment by communicating clearly the type of behaviour that is not acceptable in the workplace and the action that will be taken should harassment occur.	Existing
Staff Code of Conduct	The Code of Conduct is intended to provide guidance on the conduct expected of NILGOSC members of staff. It expresses obligations which already exist in legislation or as express or implied terms in staff terms and conditions of Employment.	Existing