

EQUAL EMPLOYMENT OPPORTUNITY POLICY

1. Policy Statement

It is the policy of ITS College of Health and Wellness Sciences(ITSCHWS) to provide equal employment opportunity to all employees and applicants for employment and not to discriminate on any basis prohibited by law, including race, colour, sex, age, religion, disability, marital status, or any other protected characteristic. It is our intent and desire that equal employment opportunities will be provided in employment, recruitment, selection, compensation, benefits, promotion, demotion, layoff, termination, and all other terms and conditions of employment. The institution and all managerial personnel are fully committed to this policy and its enforcement.

2. Reporting & Compliance

Employees are directed to bring any violation of this policy to the immediate attention of their supervisor or the institutional Director & authorities. Any employee who violates this policy or knowingly retaliates against an employee reporting or complaining of a violation of this policy shall be subject to immediate disciplinary and legal action, up to and including discharge from employment.

Complaints brought under this policy will be promptly investigated and handled with due regard for the privacy and respect of all involved parties.

Key Principles & Commitment:

- Zero Tolerance for Discrimination: Equal opportunity across recruitment, selection, promotion, and benefits.
- Mandatory Reporting: Violations must be reported promptly to supervisors or institutional leadership.
- Non-Retaliation Policy: Strict protection for individuals reporting or participating in inquiries.
- Confidential & Prompt Investigation: All cases handled with thoroughness, privacy, and respect.