

## **Anti-Discrimination in the Workplace Policy**

**Policy Statement:** October 6 University is committed to providing a workplace that is free from all forms of discrimination, including those based on religion, sexuality, gender, and age. The university strictly prohibits discrimination and harassment and is dedicated to fostering a diverse and inclusive work environment.

### **Policy Details:**

1. **Scope:**
  - This policy applies to all employees, including faculty, staff, administrators, and contract workers, and covers all aspects of employment, including recruitment, hiring, promotion, compensation, benefits, and working conditions.
2. **Non-Discrimination:**
  - October 6 University strictly prohibits all forms of discrimination, harassment, and retaliation against employees based on religion, sexuality, gender, or age. Discrimination includes any adverse action, such as termination, demotion, suspension, intimidation, or harassment.
3. **Equal Employment Opportunity:**
  - The university is committed to providing equal employment opportunities for all qualified individuals and actively encourages diversity and inclusion in its workforce.
4. **Complaint Procedures:**
  - October 6 University provides clear and accessible procedures for employees to report discrimination or harassment. Reports can be submitted to [Designated Reporting Office/Department], and individuals may also report anonymously if they choose.
5. **Investigation and Resolution:**
  - Discrimination and harassment complaints will be promptly and impartially investigated, and appropriate measures will be taken to address and resolve the issue.
6. **Training and Awareness:**
  - The university actively promotes education and awareness regarding anti-discrimination policies and practices among all employees and provides regular training on recognizing and preventing discrimination and harassment.
7. **Non-Retaliation:**
  - October 6 University strictly prohibits retaliation against employees who report discrimination or harassment. Any retaliation will be subject to disciplinary action.
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**Implementation Date:** This Anti-Discrimination in the Workplace Policy will go into effect in 2003.

**Review and Revision:** This policy will be periodically reviewed to ensure its effectiveness and alignment with the university's commitment to an inclusive and non-discriminatory workplace. Review in 2022.