



## EQUAL OPPORTUNITY POLICY

### Statement of Intent

The University of Technology, Mauritius (hereinafter referred to as UTM) is committed to eliminating discrimination and encouraging diversity where all employees and students will be nurtured to develop their full potential and make optimum use of their unique talents, skills, competences and abilities holistically to enhance the university's culture and corporate image.

The policy sets out the organisation's position on equal opportunity in all aspects of employment including recruitment, selection, training, appraisal, development, reward and promotion of staff irrespective of their gender, age, sex, race, religion, colour, ethnic origin, nationality, disability and marital status as well as for the recruitment and assessment of both national and international students.

As per this policy, UTM will ensure that no student or employee will receive any unfair treatment because of their gender, age, sex, race, religion, language/linguistic heritage, colour, ethnic origin, nationality, disability, impairment, marital status or family status, sexual orientation, HIV status, pregnancy, or political opinion.

UTM is also committed to ensuring an environment conducive to learning and working, where the rights and dignity of everyone are respected, with no tolerance to discrimination, prejudice, and any forms of harassment, including sexual harassment, bullying, intimidation or victimisation.

UTM undertakes that:

- It recognises that adhering to the Equal Opportunity Act 2008 combined with relevant employment policies and practices, maximises the effective use of individuals in both the organisation and employees' best interests.
- It is committed to promoting gender equality and eliminate any sort of discrimination that may be practiced against either sex. This implies the provision of equal rights for women and men as well as equal opportunities.
- It will promote a culture of fairness and respect in all employment policies, procedures and practices.
- It will ensure that students/staff with disabilities have access to the different facilities and services of the University.
- It will set up any reasonable measure/or adjustment within the workplace for those employees who became disabled during employment or for newly appointed disabled staff and students.
- Appropriate corrective and preventive actions will be taken in order to prevent any breach in UTM's Equal Opportunity Policy.
- An appropriate mechanism will be put in place to ensure strict adherence to the policy.