

General Policies.

Equal Opportunities.

Our “Society” is an Equal Opportunity Employer and refuses to accept any form of discrimination and/or harassment in the workplace.

Our “Society” is committed to the principle of equal employment opportunity for all our staff and to provide them with a friendly work environment that is free of discrimination and harassment.

All our employment decisions are based on;

- a. business needs.
- b. job requirements.
- c. individual qualifications.

Our employment decisions are made with no regard to race, colour, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV Status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where our “Society” is operating.

Our “Society” will not tolerate discrimination or harassment based on any of these characteristics.

Reporting.

In the event of any form of discrimination or harassment in the workplace is seen, we actively encourage our staff to report it in writing by email directly to one of the Directors. In case of that, the staff member is feeling uncomfortable to report this in writing, they may request a meeting with one of the Directors to discuss the incident and notes made. An enquiry will be opened immediately to establish the facts and to remedy the issue. Due to the sensitivities and complexities of these cases, the “Society” may seek expert external help in this matter.

Members.

We actively encourage our “Members” to follow the same policies as our Society, in as much as they can when having to take into account geopolitical factors that may be found in their country of location.

Sexual Harassment.

Our “Society” operates a 'zero-tolerance' with any of any form of sexual harassment by our staff or by “Member’s” staff. In the event that sexual harassment of staff of any kind occurs, the same procedures must be followed by staff as outlined in the previous paragraph “Reporting”. In the event of a complaint of this nature by a student enrolled on an “iy mcs” course, against a particular staff member/s of one our “Members”, then the Directors will request a full written report from the “Member” as per the guidelines found in the “Member Conflicts & Resolutions” section that can be found..... here.