

Equal Opportunity POLICY

Statement of Intent

The Université des Mascareignes (hereinafter referred to as UdM) stipulates that it is committed to being an ethical organisation that is inclusive in its approach, thus making positive use of the diversity of the students and staff alike in order to ensure that it contributes to enriching the UdM culture and experience.

The main considerations in the recruitment, selection, education and assessment of students, as well as in the recruitment, selection, training, appraisal, development, reward and promotion of staff, are that the individual must meet, or is likely to meet the requirements of the programme/ course or the exigencies of the post, as per the procedures in place.

UdM will ensure that there is no discrimination on any student nor employee on the basis of their age, sex, race, religion, colour, ethnic origin, nationality, disability, impairment, marital status/civil partnership status, sexual orientation, HIV status, pregnancy /maternity.

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

UdM undertakes that:

the procedures across the company are drafted in line with current applicable legislation- namely the Equal Opportunities Act 2008, internal regulations and other applicable relevant requirements

It is committed to promoting gender equality, with a fair and just culture, across its campuses and eliminate any sort of discrimination that may be practiced against either sex. This implies the provision of equal conditions for women and men to enjoy their human rights, as well as equal access to opportunities available.

It will strive to ensure that students/ staff with disabilities have convenience of access to the different facilities and services of the University

Appropriate corrective and preventive action will be taken in order to prevent breach in UdM's Equal Opportunity Policy through implementation of appropriate procedures