

Equal Opportunities Policy

It is the continuing policy of Regal International College to provide equal-opportunity employment to all employees and applicants, without regard to race, creed, color, sex, religion, national origin, citizenship, age, veteran status, disability, pregnancy, [any other protected categories, (e.g., marital status, sexual orientation or sexual identification)]. This policy relates to all employment decisions, including those in connection with recruitment, hiring, training, promotion, compensation, benefits, termination, and all other terms and conditions of employment.

REMEDIES

Regal International College condemns and will not tolerate any conduct calculated to intimidate, harass, or otherwise discriminate against any employees on the grounds listed above. Any employee who believes that he or she has been adversely affected by discrimination should raise the issue using the Grievance Procedure. He or she should not be victimised for doing so and severe penalties will be imposed on those who do victimise those complaining of discrimination.

PENALTIES

The College views breaches of the policy as extremely serious.

Those involved with/responsible for breaches will be subject to disciplinary proceedings at an appropriate level. The severest breaches will result in dismissal without notice or pay in lieu thereof.

It is the individual responsibility of every member of staff and Directors of the company to seek to adhere to the practical application of the policy.