



## **Equal Opportunities Policy**

**Effective Date: 21st March 2024**

**Revision Due Date; 20<sup>th</sup> March 2025**

MCFM Global Academy is committed to providing equal employment and educational opportunities to all individuals regardless of race, colour, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, marital status, veteran status, or any other characteristic protected by law.

### **1. Recruitment and Hiring:**

- a. We recruit, hire, train, and promote individuals based on merit, qualifications, and abilities relevant to the requirements of the position.
- b. Employment decisions are made without regard to any protected characteristic, and all employment practices comply with applicable anti-discrimination laws and regulations.

### **2. Educational Programs:**

- a. Our educational programs and services are accessible and available to all individuals without discrimination or prejudice.
- b. We strive to create an inclusive learning environment that respects the diverse backgrounds, perspectives, and experiences of our learners and promotes mutual respect and understanding.

### **3. Harassment and Discrimination:**

- a. We prohibit harassment, discrimination, and retaliation of any kind against employees, learners, or any other individuals associated with MCFM Global Academy.
- b. Any allegations of harassment or discrimination will be promptly investigated, and appropriate disciplinary action will be taken against individuals found to have engaged in such conduct.



#### **4. Reasonable Accommodations:**

- a. We provide reasonable accommodations to individuals with disabilities to ensure equal access to employment opportunities and educational programs, in accordance with applicable laws and regulations.

#### **5. Training and Awareness:**

- a. We provide training and education to employees and learners on the principles of equal opportunity, diversity, and inclusion to foster a culture of respect, fairness, and equity.

#### **6. Compliance and Accountability:**

- a. Compliance with this Equal Opportunity policy is mandatory for all employees, contractors, learners, and other individuals associated with MCFM Global Academy.
- b. Violations of this policy may result in disciplinary action, up to and including termination of employment or enrolment.

MCFM Global Academy is committed to promoting diversity, equity, and inclusion in all aspects of our operations and fostering an environment where all individuals are valued, respected, and empowered to reach their full potential.

Maxcene Crowe

CEO, MCFM Global Academy