



EQUAL OPPORTUNITY AND NON-DISCRIMINATION POLICY AT IPRS CONSULTANTS

At IPRS Consultants, we are committed to providing equal employment opportunities to all individuals, regardless of race, color, religion, gender, sexual orientation, age, national origin, disability, marital status, veteran status, or any other characteristic protected by applicable laws. We firmly believe in fostering a diverse and inclusive work environment that values and respects the uniqueness of each employee.

1. **Recruitment and Hiring:

- All hiring decisions are based solely on qualifications, skills, and experience relevant to the job requirements.
- We do not tolerate any form of discrimination during the recruitment and hiring process.

2. **Workplace Conduct:

- We promote a workplace free from discrimination, harassment, and intimidation.
- Employees are expected to treat each other with dignity and respect, fostering a positive and inclusive work culture.

3. **Promotions and Advancements:

- Opportunities for promotion and career advancement are based on merit, performance, and potential.

- We ensure equal consideration for all qualified individuals without regard to protected characteristics.

4. **Training and Development:

- Our training and development programs are accessible to all employees, irrespective of their background.

- We encourage continuous learning and professional growth for everyone.

5. **Compensation and Benefits:

- Compensation and benefits are determined by job-related factors and market standards, with no discrimination based on protected characteristics.

6. **Harassment Prevention:

- We maintain a zero-tolerance policy towards any form of harassment, including verbal, physical, or visual harassment.

- Complaints related to harassment will be promptly and thoroughly investigated, and appropriate action will be taken.

7. **Accommodations for Disabilities:

- Reasonable accommodations will be provided to employees with disabilities to enable them to perform their job duties effectively.

- Requests for accommodations will be handled with confidentiality and in accordance with applicable laws.

****Responsibilities****

All employees, including managers and supervisors, are responsible for upholding and promoting the principles of equal opportunity and non-discrimination in the workplace. We encourage employees to report any instances of discrimination or unfair treatment to the HR department.

****Compliance****

IPRS Consultants strictly adheres to all applicable local, state, and federal laws and regulations regarding equal opportunity and non-discrimination. Our commitment to providing a discrimination-free workplace is unwavering.

****Policy Enforcement****

Violation of this Equal Opportunity and Non-Discrimination Policy will result in disciplinary action, up to and including termination of employment, as deemed appropriate by the company.

At IPRS Consultants, we are dedicated to cultivating an inclusive and diverse workplace where all employees can contribute their best and feel valued and respected. This policy reflects our unwavering commitment to upholding the principles of equal opportunity and non-discrimination.

Last Updated: [31 July 2023]

POLICY FOR IPRS CONSULTANTS