



Policy Title: Equal Opportunity (Non-Discrimination) Policy

1.0 Objective

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at UMT are based on merit, qualifications, and abilities.

2.0 Scope

This policy is applicable to all employees and vacancies at UMT.

3.0 Policy

UMT is committed to providing equal employment opportunities and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability or any other characteristic protected by law. Indeed, it is the policy of UMT to promote diversity at workplace through actively seeking candidates from different backgrounds.

This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, promotion, training and access to benefits.

3.1 Process

- a) It is the responsibility of managers and/or supervisors to ensure that all employees and job candidates are afforded a fair and competitive employment.
- b) Faculty members with any questions or concerns about any type of discrimination at workplace are encouraged to bring these issues in writing to the attention of their immediate supervisor or the Office of Human Capital Management (OHCM).
- c) Faculty members can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

4.0 Compliance and Enforcement

The OHCM is the responsible office to ensure implementation.