

ISBR Business School Non-Discrimination Policy for Women

Purpose

ISBR Business School is dedicated to maintaining a respectful, inclusive, and equitable environment where every individual, regardless of gender, is valued and supported. This policy aims to eliminate discrimination against women in all areas of campus life, ensuring equal opportunity and fostering a campus culture that is free from gender-based discrimination, harassment, and bias.

Scope

This policy applies to all members of ISBR Business School, including students, faculty, staff, contractors, and visitors, across all programs, activities, and spaces.

1. Commitment to Non-Discrimination

ISBR Business School prohibits any form of discrimination against women based on gender, including but not limited to:

- Admissions and enrollment
- Academic opportunities and assessments
- Employment, promotion, and compensation
- Access to facilities, resources, and campus services
- Participation in extracurricular activities and events

2. Anti-Harassment and Anti-Retaliation Measures

ISBR Business School enforces a zero-tolerance policy against gender-based harassment, including but not limited to verbal, physical, or online harassment. The institution:

- Responds promptly to complaints of harassment and discrimination.
- Ensures that complainants are protected from retaliation and are treated with respect throughout the resolution process.
- Takes disciplinary action against individuals found guilty of discriminatory behavior, ensuring a fair and just process.

3. Reporting Mechanisms

To maintain a supportive environment, ISBR Business School provides multiple channels for reporting discrimination, including:

- **Confidential Reporting:** Individuals may report incidents to designated counselors or support staff while keeping their identities confidential if desired.

- **Accessible Grievance Process:** An easy-to-navigate complaint process is available to all students, staff, and faculty, including online submission and in-person assistance.
- **Support and Resources:** ISBR provides guidance, counseling, and support resources for those affected by discrimination.

4. Creating an Inclusive Campus Culture

To actively promote gender equality and inclusivity, ISBR Business School commits to:

- **Regular Training and Awareness:** Conducting workshops and training on gender sensitivity, inclusivity, and non-discrimination for all campus members.
- **Women's Representation and Leadership:** Supporting equal opportunities for women in leadership roles and decision-making bodies within the institution.
- **Inclusive Language and Materials:** Ensuring all institutional communication, materials, and policies are gender-inclusive and do not reinforce stereotypes.

5. Monitoring and Accountability

ISBR Business School will continuously monitor and review this policy to ensure its effectiveness. Annual assessments will track the policy's impact, and periodic reviews will be conducted to identify improvements or updates to the policy as needed.

Conclusion

ISBR Business School upholds a strong commitment to gender equality, striving to eliminate all forms of discrimination against women and providing an inclusive, supportive, and respectful academic environment. This policy is integral to our mission of promoting diversity, equity, and excellence in education.

Approved by:

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