



# Equal Opportunities & Diversity Policy

## Policy Statement

At TQTI Training Institute, we are committed to fostering an inclusive environment that values and promotes equality and diversity. We strive to ensure that all individuals, regardless of their background, characteristics, or circumstances, are treated fairly and with respect. This policy reflects our commitment to promoting a culture of inclusivity in all our training programs and activities.

## Purpose

This policy aims to:

- Promote equality and diversity within TQTI Training Institute.
- Prevent discrimination on the grounds of race, gender, age, disability, sexual orientation, religion, belief, or any other characteristic.
- Create a supportive environment where all staff, learners, and stakeholders feel valued and included.

## Scope

This policy applies to all employees, learners, visitors, and stakeholders associated with TQTI Training Institute.



## Policy Principles

### 1. Equality of Opportunity

We aim to provide equal access to training opportunities and resources for all individuals, ensuring no one is disadvantaged due to their background, characteristics or those who have special needs.

### 2. Diversity and Inclusion

We celebrate and embrace the diverse backgrounds of our staff and learners, recognizing that this diversity enriches our community and enhances the learning experience.

### 3. Anti-Discrimination

Discrimination, harassment, or victimization of any kind will not be tolerated. We will actively work to prevent such behavior and take appropriate action when necessary.

### 4. Training and Awareness

We will provide training and awareness programs to promote understanding and appreciation of equality and diversity among staff and learners.

### 5. Monitoring and Review

We will regularly monitor and review our policies and practices to ensure they are effective and up to date, continuously seeking feedback to improve our approach.



## 6. Support and Guidance

We will provide support to individuals who feel they have been subjected to discrimination or exclusion, and we encourage reporting of incidents confidentially.

### Implementation

All staff at TQTI Training Institute are responsible for implementing this policy and promoting equality and diverse values within their respective roles. Management will lead by example and ensure that the necessary resources are allocated to achieve our equality and diversity objectives.

### Conclusion

At TQTI Training Institute, we aspire to be a place where everyone feels welcome and valued. We believe that embracing equality and diversity is vital to our success as an educational institution and our mission to empower our learners to achieve their full potential.

### Review Date

This policy will be reviewed annually to ensure its effectiveness and relevance.

Dr. Samir Al Bahrani

Manager of Institute

25 / June / 2025

Next Review 25 / June / 2026