



International Luxury Academy.

EQUALITY AND DIVERSITY POLICY

1. Introduction

iLA is committed to promote equality and diversity in all its activities, from student selection to human resource management, from teaching practices to partnerships and supplier relationships. This policy sets out the principles and guidelines governing our approach to equality and diversity, ensuring that all members of our academic community are treated with respect and dignity.

2. Objectives

- Promote an inclusive learning and work environment that values diversity and equality.
- Prevent and address all forms of discrimination, harassment, and bullying.
- Ensure that all members of our community have equal opportunities for development and success.

3. Principles

- **Equality:** We guarantee that all individuals, regardless of their race, ethnicity, gender, sexual orientation, disability, age, religion or belief, have equal access to our resources, opportunities, and services.
- **Diversity:** We recognize and celebrate the variety of experiences, backgrounds, and perspectives that enrich our community.
- **Inclusion:** We are committed to creating a welcoming and supportive environment where everyone feels valued and respected.

4. Scope of Application

This policy applies to:

- **Students and professionals:** During admission, teaching, learning, and all academic and extracurricular activities.
- **Staff:** During selection, recruitment, training, professional development, and all work-related activities.
- **External Collaborators:** In professional and commercial relationships, ensuring they share and respect our principles of equality and diversity.

5. Measures and Actions

- **Training:** Provide continuous training on equality and diversity for all staff and students.
- **Accessibility:** Ensure that physical and digital facilities are accessible to all, where possible, including those with disabilities.
- **Monitoring and Evaluation:** Regularly monitor our practices and policies to ensure they meet the standards of equality and diversity, implementing improvements where necessary.
- **Support and Counseling:** Offer support and counseling services for anyone who is a victim of discrimination, harassment, or bullying.
- **Community Engagement:** Promote the active participation of students and staff in equality and diversity initiatives.

6. Responsibilities

- **Board of Directors:** Responsible for adopting and monitoring the implementation of the policy.
- **Executives and Managers:** Responsible for promoting and applying the policy within their areas of competence.
- **All Staff and Students:** Responsible for behaving in a manner consistent with the principles of equality and diversity and for reporting any violations.

7. Reporting and Handling of Violations

Anyone who believes they have been a victim of discrimination, harassment, or bullying can report the incident through the academy's official channels. Reports will be handled with seriousness, confidentiality, and urgency, following fair and due procedures.

Contact Academic Service:

Re: Equality and Diversity

admin@internationalluxuryacademy.com

8. Policy Review

This policy will be reviewed regularly to ensure its effectiveness and compliance with current regulations. Any updates will be communicated promptly to the entire academic community.

iLA is firmly committed to promoting an environment that respects and values equality and diversity. Through this policy, we aim to ensure that all members of our community can thrive in a fair, inclusive, and respectful environment.

International Luxury Academy Academic Registrar August 2024