EQUAL OPPORTUNITY POLICY

1. **Policy Statement**

   It is the policy of Toronto School of Management ("TSoM") to recognize the valuable and enriching contribution which people with a range of backgrounds and experiences can bring to the life and development of the institution. TSoM aims, in its teaching and administration and support services to actively promote, equality and freedom from discrimination on grounds of age, disability, ethnic or national origin, faith, marital status, nationality, race, religion, sex or sexual orientation. This commitment applies equally to staff, students, partners, and all TSoM activities.

2. **Scope**

   All students, faculty and administration

3. **Purpose**

   This policy outlines the key principles and values adopted by TSoM which in turn steer the strategies, action plans, and developments that are identified to promote and measure equality for staff and learners.

4. **Key Principles**

   4.1. TSoM aims to ensure that students and staff are feel respected and that difference is valued. TSoM acknowledges the importance of difference and actively seeks to eradicate discrimination, racism, and stereotypical beliefs. TSoM believes that all forms of inequality, prejudice, oppression, and discrimination are unacceptable.

   4.2. TSoM embraces diversity and aims to employ a workforce which reflects the community it serves. TSoM aims to promote equality throughout all of its activities and will work in partnership with others to ensure that the key principles are adopted by all students and staff. In particular, equality is fundamental to:

   4.2.1. *Equality of access to learning and employment;*

   4.2.2. *Staff Recruitment, Selection, Development, and Promotion;*

   4.2.3. *Marketing, publicity, and relationships within the community;*

   4.2.4. *Community and employer needs;*

   4.2.5. *Monitoring, Reviewing, and Planning; and*

   4.2.6. *The Promotion of Equal Opportunities.*

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4.3. This policy applies equally to students and staff, to education and employment activities within the boundaries known as TSoM.

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