



Equal Opportunity Policy

DOCUMENT INFORMATION

Status: Approved by AIC Senior Management Committee

Responsible for implementation: AIC Academic Team

Responsible for review: AIC Academic Team

Current version review date: September 2024

Version Control

History of amendments	Version/ pages/ section affected	Summary of changes
Last amended May 2023	Cover page	Website link included

The individuals or group responsible for this document have the authority to make changes to it whenever necessary. In the event of any amendments, all relevant personnel will be duly notified.

The document can be found on the AIC website at the following link:

<https://www.aicedu.lk/academic-progression.php>

Purpose of the Equal Opportunity Policy

The Equal opportunity policy ensures equal access to employment, advancement and education opportunities for staff and students.

The AIC Campus has an obligation to staff and students not to discriminate on the basis of one or more protected attributes including sex, pregnancy, marital or relationship status, family responsibility, race, ethnic or ethno-religious background, descent or national identity, age, sexual orientation, gender identity, trans-sexuality or intersex status, disability, union affiliation, political conviction, religious belief or any other characteristic specified.

The AIC Campus is committed to equal opportunity in education and employment for students and staff, and to providing an inclusive and welcoming environment to students and staff of all backgrounds and identities.

AIC is committed to pursuing high standards in providing equal opportunity for all in employment and education of staff, students, and all persons, with appropriate allocation of resources in order to implement this Policy fully, to the best of our abilities. This Policy Statement is to be reviewed according to necessity, as well as periodically every two years.



Honorary Dean

08/05/2023

Equal opportunity at AIC Campus - Equal opportunity means that staff and students experience fairness, impartiality and equal access to opportunities in employment and education at AIC Campus. Special measures can be implemented to advance substantive equality.

In employment - Equal opportunity in employment includes the principle of selection and promotion of staff on merit, which excludes consideration of irrelevant personal attributes. Fair and transparent processes are applied in assessing the capacity of a person to perform the inherent requirements of a position, having regard to the person's knowledge, skills, qualifications and experience and their potential for future development.

In education - Equal opportunity in education includes the principle of selection and assessment of students on merit, which excludes consideration of irrelevant personal attributes. Fair and transparent processes are applied in assessing the capacity of a student against specified requirements to access and participate in educational programs.

Implementation of equal opportunity

University Equity - The Management of AIC Campus may from time to time appoint committees along with the HR to provide advice on matters relating to the campus community and, in particular, the priorities and activities relating to increasing diversity and promoting inclusion.

Executive and senior staff - Executive and senior staff members have accountabilities for the implementation of this policy within their area of responsibility.

Equity practitioners - The AIC Campus employs staff to promote equal opportunity in planning, policy and strategies and to work with staff and students in the advancement of equal opportunity in employment and education.

The HR senior management will oversee this and it is under the direct supervision of the Board of Directors to ensure the practice is implemented.