

WINDLE TRUST INTERNATIONAL EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Equal Employment Opportunity

WTI promotes equality of opportunity in employment. The organization does not discriminate against individuals on the basis of race, colour, sex, gender identity, age, veteran status, ancestry or national or ethnic origin in the administration of its employment policies and other administrative procedures.

Disability

WTI does not discriminate against any employee or applicant for employment on the basis of disability in regard to any position for which the employee or applicant is qualified. WTI will make reasonable adjustments to working conditions, hours and equipment in order to accommodate the needs of disabled employees within the constraints of its resources and the working environment.

Employment of close kin

The organization's policy is to base appointments and promotions on qualifications and work performance. In keeping with this policy, close members of the same family may not normally be employed within the organization. Where the situation warrants members of the same should be sought and obtained appropriately in advance.

Under no circumstances shall close family kin be employed in any position where one has line authority over personnel actions concerning the other. For the sake of accountability and transparency, employees will neither initiate nor participate, directly or indirectly, in employment actions involving their kin.

Scholarships

WTI will ensure at all times that scholarships are eligible to all without discrimination subject to geographical and refugee status restrictions set out in our Strategic Plan. Particular care will be taken at our selection boards to include a wide range of applicants, subject to the academic and age constraints required by Universities and educational institutions we work with.

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