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# EQUAL OPPORTUNITIES

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**Effective Date:** September 1, 2023

**Responsibility:** President

**Amends Policy dated:** September 1, 2008

**Policy Number:** HRA 80

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## **Scope: All Employees and Students**

Burman University is committed to providing equal opportunity in all aspects of its operation, within the context of its mission as a Seventh-day Adventist institution. Equal opportunity means providing a work and study environment where diversity is valued and where no student or employee receives unequal treatment, or experiences harassment or discrimination due to their background or personal situation (for example, race, gender, national origin, family situation, or handicap).

With its employees this means the University will ensure equality and fairness in its processes for and practices in recruitment, remuneration, promotion, further education and provisions of benefits. Employees can be expected to be treated with respect and be valued for their uniqueness. With students equal opportunity will be evident in, for example, the University's admission policies, treatment of students, fair teaching and grading practices, selection of students for leadership and other program opportunities.

Any individual who does not treat others with the fairness and respect assumed under this policy may face disciplinary action that could end in dismissal as a student or employee.