Diversity, Equality and Inclusion Policy
Atlas Star IT Centre

Purpose

At Atlas Star IT Centre, we are committed to fostering an inclusive environment where diversity is celebrated, and equality is promoted. Atlas has adopted equality, diversity and inclusion as core values and places all its policy development in the context of the objectives of:

- ensuring that all individuals who come into contact with the institution, whether as employees, students or in other capacities, are treated with dignity and respect.
- ensuring that the opportunities the institution provides for learning, personal development and employment are made available on a non-discriminatory basis; and
- providing a safe, supportive and welcoming environment for students, staff and visitors.

Atlas seeks through all its policies and actions to be a genuinely inclusive organisation and draws for this on good practice throughout the Education sector and in the wider economy. The policy outlines our commitment to treating everyone with respect, ensuring no individual faces discrimination, and providing a safe space for all who interact with our institution.

Defining equality, diversity and inclusion

Equal treatment involves much more than simply treating everyone alike; it requires a recognition that some groups and individuals have particular and specific needs that need to be met if they are to enjoy equal access to the services offered by the Institution. We recognise that the Institution may need to provide its services in a range of different or more flexible ways, to ensure genuine equality of access or opportunity for groups and individuals who approach those services from a position of persistent and longstanding disadvantage.

Valuing diversity involves an acknowledgement of the benefits and intrinsic worth derived from the range of differences within our community and fostering it as a strength. We aim to celebrate and value the differences between individuals' cultural, social and intellectual contributions to the institution and will seek to promote greater mutual understanding between groups and individuals who reflect these differences; and will seek to use the talents and experiences that each individual can bring to the institution.

Inclusion involves the institution and its staff designing and operating flexible services, practices and procedures that take appropriate account of the needs of students, staff and visitors. For example, all aspects of the institutional experience must be accessible to people with the range of disabilities that are found in large higher education institutions.

Legal framework

Atlas endorses wholeheartedly the principles of the Equality Act 2010 and is committed to the positive promotion of equality, diversity and inclusion amongst all members of the Institutional community.

To achieve this, Atlas will:

- ensure that no unlawful discrimination occurs.
- advance equality of opportunity between people who share the 'protected characteristics'
- foster positive relations between people who share the 'protected characteristics' and those who do not.

Atlas recognises that equality issues are complex and that it has responsibilities to others, including, but not limited to, people with caring responsibilities and students who are leaving local authority care.

Scope

This policy applies to all individuals who interact with the Atlas Star IT Centre, including but not limited to:

- Students
- Staff and faculty
- Visitors
- External partners and contractors

Commitment to Diversity and Equality

We are dedicated to promoting diversity and ensuring equality for everyone, regardless of:

- **Age**
- **Gender**
- **Race or ethnicity**
- **Disability**
- **Sexual orientation**
- **Religious or cultural beliefs**
- **Socioeconomic status**
- **Any other characteristic protected by law**

We recognize and value the unique contributions each individual brings to our academic environment. Our goal is to create an atmosphere of mutual respect, collaboration, and understanding.

Raising a Concern

If you believe that the principles of this policy have been violated or if you experience or witness any form of discrimination, harassment, or inequality, please follow these steps:

1. **Report the Concern:**

    - Speak to a member of the administrative team or your course leader.

    - Alternatively, submit your concern in writing via to: [info@atlasstar.com.np].

2. **Confidentiality:**

    - All concerns will be treated with the utmost confidentiality and sensitivity.

3. **Investigation Process:**

    - The matter will be investigated promptly and thoroughly by an impartial committee.

    - Appropriate actions will be taken based on the findings of the investigation.

4. **Support Available:**

    - Support services are available for individuals who raise concerns, including counseling and mediation services.

Implementation and Review

The Centre will:

- Regularly review this policy to ensure it aligns with legal requirements and best practices.

- Provide training for staff and students to promote awareness of diversity and equality.

- Continuously evaluate and improve institutional practices to uphold the principles of this policy.

By embracing diversity and promoting equality, Atlas Star IT Centre aims to empower individuals, enhance learning, and create a community where everyone feels valued and respected.

For further information, please contact:
Admin Team
Atlas Star IT Centre
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