



MALTA INSTITUTE OF MANAGEMENT

EQUALITY AND DIVERSITY POLICY

Equality, Diversity and Non-Discrimination Policy

Equality of opportunity is a fundamental principle of MIM. This policy statement describes how it will adhere to the diversity, equality and non-discrimination legislation and ensure equal opportunities in terms of access to its qualifications, assessment and services.

The Institute is committed to equal opportunities both as an employer, when carrying out all of its regulated functions and in the wider context of education and training.

This policy applies to all members of staff, applicants, students and visitors, and insofar as is practically possible, to contractors, service providers and any other persons indirectly involved in the functions of the College, but within our influence.

1. MIM aims to ensure that all people are treated fairly on the basis of quality irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy, maternity or paternity, race, religion or belief, sex, sexual orientation, socioeconomic background and / /or political opinion or persuasion.
2. MIM wishes to provide a positive working and learning environment where diverse skills and experiences are applied to learning and teaching, support services, administration and management.
3. Applicants should have confidence that their applications (for study or employment) will be considered fairly and professionally, without bias, and on the basis of quality.
4. All staff and students should have equal access to the full range of institutional facilities and adjustments to working practices and delivery of education are considered wherever appropriate in order to accommodate a diverse college community.
5. An effective Equality and Diversity Policy requires the active support of the entire MIM community. MIM Council has ultimate responsibility, managers have direct day-to-day responsibility, and all members of staff and students have personal responsibility for its implementation, as outlined herein.
6. MIM aims to ensure that not only students have a comfortable and secure environment in which to learn but also that those from different nations and/or backgrounds who may not be familiar with equality and diversity related legislation are made aware of their rights in and given the confidence to demand that they be respected both within and outside of the College

In order to meet this commitment, the MIM will ensure:

- All employees and lecturers mitigate all barriers to entry, studying, assessment
- All Institute personnel are aware of the content of this policy and receive relevant training
- Learners will be fully informed about the equality and diversity policy
- The policy is constantly reviewed and update according to the current equal opportunities legislation
- All processes concerned with assessment are carried out in a fair and objective manner
- All written units and assignments comply with the equality and diversity policy

Learners who have issues regarding access to learning and assessment will in the first instance normally contact their programme administrator. If concerns persist, a learner can also contact the Institute Director directly.

MIM will make reference to the following legislation and relevant equality information:

- a) Human rights Chapter 319 Malta Legislation
- b) Chapter 413 Equal Opportunities of the Laws of Malta including persons with disability
- c) Education
 - Article 8 of the Equality between Men and Women Act CAP 456
 - Teachers (Code of Ethics and Practice) Regulations S.L. 327.02
 - Framework for the Education Strategy for Malta 2014-2024
 - Addressing Bullying Behaviour in Schools
 - Trans, Gender Variant and Intersex Students in School Policy
 - Policy on Inclusive Education in Schools: Route to Quality Inclusion - A National Inclusive Education Framework
- d) Fundamental Rights and Freedoms of individuals Chapter IV, Article 32
 - Sexual orientation & Gender Identity ACT No. X of 2014 , ACT XI of 2015
- e) Employment
 - Sexual orientation & Gender Identity;
 - article 45 Act No. X of 2014
 - Medical
 - Subsidiary Legislation 452.114 of 2017
 - Equality for Men and Women Act
 - I. Subsidiary legislation 452.89 Employment and Industrial Relations Interpretation Order implemented through L.N. 297 of 2003
 - II. Subsidiary Legislation 452.95 Equal Treatment In Employment Regulations implemented through L.N. 461 Of 2004 and L.N. 274 of 2014
 - III. Subsidiary legislation 460.16 Equal Treatment in Self-Employment and Occupation Order implemented through L.N. 86 of 2007
 - IV. Subsidiary Legislation 452.100 Extension of Applicability to Service With Government (Equal Treatment In Employment) Regulations implemented through L.N. 524 Of 2007
 - V. Equality for Men and Women Act (CAP 456) of 2003 as amended through ACT No. IX of 2012 and ACT No. XI of 2015 which introduced the grounds of sexual orientation, gender identity, gender expression and sex characteristics as protected grounds.
- f) Healthcare
 - Sexual Orientation, Gender Identity and Gender Expression Act LV of 2016, LN 44 of 2018
 - Transgender Healthcare
 - The Gender Wellbeing Clinic
 - Referrals to the Gender Wellbeing Clinic
 - The Mental Health Act CAP 525
- g) National Commission for the Promotion of Equality
 - Act I of 2003
 - Sexual Orientation and Gender Identity through Act IX of 2012
 - Gender Expression and Sex Characteristics through Act XI of 2015.