

# TBLS EQUALITY & DIVERSITY POLICY

TBLS is committed to equal opportunities for all, irrespective of colour, race, ethnicity, national origins, gender, transsexual / transgender, age, religion or belief, sexual orientation, disability, marital / civil partnership status, unrelated criminal convictions, or any other characteristic not specifically related to relevant aptitudes, potential skills and abilities.

TBLS will promote equality and diversity, as a basic principle of respect of the individual. This policy applies to all staff (including contractors) and to all students and other external stakeholders.

We are committed to developing and maintaining a working and learning environment that is free from unfair and unlawful discrimination and harassment. Employees and students will receive equal and fair treatment irrespective of personal characteristics.

An essential underpinning of Equality and Diversity is a business environment free of any discrimination, (Direct and Indirect) harassment and bullying. Harassment represents any unwanted behaviour or conduct based on a person's characteristic, which is offensive to the recipient. The Law School will not tolerate or condone harassment of employees, students or any other individual associated with TBLS.

Any employee or student, whose actions or behaviour are found to be in violation of our Equality and Diversity policy standards will be considered as having committed a serious offence and as such will be dealt with through the TBLS disciplinary procedures.

## Responsibilities

### **TBLS Director is responsible for:**

- Ensuring, in accordance with the Laws in place in the Cayman Islands from time to time, that all policies and procedures are consistent with this policy.
- Actively promoting this policy in accordance with the Laws in place in the Cayman Islands from time to time.
- Ensuring, in accordance with the Laws in place in the Cayman Islands from time to time, that the policy is integrated into the way we work and is not seen in isolation.
- Ensuring, consistent with the Laws in place in the Cayman Islands from time to time, that the recruitment of staff and students is carried out in accordance with equal opportunities best practice.

### **TBLS Staff are responsible for:**

- Promoting equality and diversity within the Law School
- Where appropriate, making a positive contribution in supporting our Equality and Diversity policy.
- Reporting any known violations of this policy.

### **Students are responsible for:**

- Conducting themselves and treating others in accordance with the principals of this policy
- Reporting any known violations of this policy to their Personal Supervisor or the Director of Legal Studies.

### **Promotion of this Policy**

A copy of this policy statement will be published on VITAL. TBLs will promote this policy to all staff and students via induction programmes.