

Policy and Procedure

European College of Polytechnics



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European College of Polytechnics

Equality and Diversity Policy

I. Equality and Diversity Ethos Statement

- (1) The European College of Polytechnics is dedicated to fostering equality and diversity in every facet of its operations. ECP strives to create a nurturing environment where every individual is provided the opportunity to reach their utmost potential, surrounded by mutual respect and self-worth. We firmly stand against any form of discrimination or inequality, making this policy a foundational element of our commitment to equality, diversity, and social inclusion.
- (2) Estonian laws and regulations, designed to ensure equal treatment and non-discrimination, guide the ECP's policies. These laws frame the ECP's commitment to a diverse and inclusive environment for students and staff, reflecting an ongoing effort to incorporate equality and diversity within Estonia's legal and societal context.

II. Equality and Diversity Objectives

- (3) Commitment to Equality: The ECP is resolved to establish an inclusive academic and workplace setting devoid of discrimination, harassment, or victimisation, addressing protected characteristics and other relevant considerations as defined by Estonian law.
- (4) Comprehensive Protection: Protection against discrimination spans beyond traditional characteristics to encompass social status, economic circumstances, refugee status, and more, recognising the diverse makeup of the community.
- (5) Implementation and Compliance: Adherence to Estonian legislation on equality and diversity is paramount, with proactive policies to challenge discrimination and enhance equal opportunities.

III. Scope and Implementation

- (6) Institutional Responsibility: Governance holds the ultimate responsibility for the endorsement and oversight of this policy, ensuring comprehensive applicability across the institution.
- (7) Responsibilities within the Institution: Defined roles within the organisational framework underscore the collective effort in promoting and actualising equality and diversity initiatives.

(8) Promotion of Equality and Diversity: Efforts are made to mirror the community's diversity through fair practices in recruitment, selection, and admissions, aiming to bridge disparities in student achievements.

(9) Policy Against Discrimination: Discriminatory actions against students or staff trigger decisive actions aimed at rectification and prevention of future instances.

IV. Promotion and Awareness

(10) Staff Training: Initial inductions and continuous training sessions at ECP are conduits for integrating the policy's principles into the institution's ethos.

(11) Student Engagement: From induction onwards, students are immersed in equality and diversity education, supplemented by tutorial programs and accessible policy documentation.

V. Monitoring and Reviewing

(12) This Policy is subject to periodic review and may be amended to reflect changes in legislation or best practices. This policy must be read in conjunction with all other relevant policies of ECP.