



IBS POLICIES

International Business School (IBS)

Diversity and Inclusion Policy

This policy outlines the institution's commitment to diversity and inclusion and provides guidelines for creating a welcoming environment for students, faculty, and staff from diverse backgrounds.

I. PURPOSE

The purpose of this Diversity and Inclusion Policy is to affirm the International Business School (IBS) commitment to fostering a diverse, inclusive, equitable, and welcoming environment for all students, faculty, staff, partners, and visitors. This policy outlines the principles and guidelines that promote diversity, equity, and inclusion within the IBS community and seeks to cultivate an institutional culture that values, respects, and leverages individual differences.

II. SCOPE

This policy applies to all members of the IBS community, including students, faculty, administrative staff, leadership, contractors, partners, and visitors. It covers all aspects of institutional life and operations, including admissions, recruitment, hiring, retention, promotion, learning delivery, student services, governance, and community engagement.

III. POLICY STATEMENTS

International Business School (IBS) is committed to creating and sustaining a diverse and inclusive academic and working environment in which all individuals are treated with dignity, respect, and fairness, free from discrimination, prejudice, harassment, or exclusion.

IBS values and celebrates diversity in backgrounds, perspectives, cultures, experiences, and ideas, recognizing that diversity enhances learning, strengthens innovation, enriches decision-making, and contributes to institutional excellence.

IBS is dedicated to promoting equal opportunity and non-discrimination for all members of its community, regardless of race, ethnicity, nationality, religion, gender, age, disability, or any other characteristic protected under applicable laws and regulations.

IBS is committed to providing a supportive and inclusive environment that ensures equitable access to educational resources, academic opportunities, support services, and institutional participation, while encouraging open expression of diverse perspectives in a respectful and constructive manner.

IV. IMPLEMENTATION AND RESPONSIBILITIES

Institutional Leadership

IBS leadership is responsible for implementing, monitoring, and upholding this policy, and for allocating appropriate resources to support diversity and inclusion initiatives across the institution.

Community Responsibility

All members of the IBS community are expected to contribute to an inclusive environment by demonstrating mutual respect, engaging in open and constructive dialogue, and valuing the unique contributions of others.

Faculty and Staff Responsibilities

Faculty and staff are responsible for fostering inclusive learning and working environments by:

Integrating diverse perspectives into teaching, research, and academic practice

Participating in professional development related to diversity, equity, and inclusion

Supporting institutional initiatives that promote inclusion and equal opportunity

Education and Training

IBS shall provide training, workshops, and educational programs to promote awareness of diversity and inclusion issues, enhance cultural competence, and strengthen understanding of inclusive practices.

Monitoring and Assessment

IBS will periodically assess progress toward its diversity and inclusion goals through data collection, participation tracking, policy reviews, and evaluation of institutional initiatives to ensure effectiveness and continuous improvement.

V. REPORTING AND RESOLUTION

Any member of the IBS community who believes they have experienced or witnessed discrimination, harassment, or any violation of this policy is encouraged to report the matter to an appropriate institutional authority, such as a supervisor, program coordinator, department head, or designated administrative office.

IBS will investigate all reported concerns promptly, fairly, and confidentially, and will take appropriate corrective action where violations are substantiated.

Retaliation is strictly prohibited. IBS will not tolerate retaliation against any individual who reports a concern in good faith or participates in an investigation. Any act of retaliation will result in disciplinary action in accordance with institutional regulations.

COMMITMENT STATEMENT

By adopting and upholding this Diversity and Inclusion Policy, the International Business School (IBS) reaffirms its commitment to building a vibrant, inclusive, and respectful academic community that supports academic excellence, personal development, and mutual understanding.