SPECTRUM INTERNATIONAL UNIVERSITY COLLEGE	POLICY ZERO BRIBERY AND CORRUPTION
TECHNICAL COMMITTEE REVIEW DATE	18 SEPTEMBER 2025
SENATE APPROVAL DATE	26 SEPTEMBER 2025
INDICATIVE TIME OF REVIEW	WITHIN TWO (2) YEARS

1. **Purpose**
   To affirm SIUC's commitment to creating an inclusive environment that promotes equality, values diversity, and ensures fair treatment for all students, staff, and stakeholders.

2. **Scope**
   This policy applies to all SIUC operations, including admissions, recruitment, teaching, research, partnerships, and campus activities.

3. **Objectives**
   To eliminate discrimination, foster inclusivity, and provide equal opportunities regardless of race, gender, age, disability, religion, socioeconomic background, or any other protected characteristic.

4. **Framework**
   The framework includes:
   i. Equal Access to Education:
   Through initiatives such as APEL.A, SIUC provides alternative entry routes for students who may not have performed well in traditional pathways, reducing inequalities.
   ii. Inclusive Admissions:
   SIUC accepts all students regardless of race, religion, ethnicity, gender, or socioeconomic background, ensuring diversity in its student body.
   iii. Inclusive Partnerships:
   Collaborations with universities and industry partners to promote Quality Education and global knowledge exchange.
   iv. Non-Discrimination:
   Zero tolerance for harassment, bullying, or discrimination in any form.
   v. Support Services:
   Accessible facilities and resources for students and staff with disabilities or special needs.
   vi. Awareness and Training:
   Regular workshops for staff and students on diversity, inclusion, and cultural sensitivity

5. **Roles and Responsibilities**
   i. Executive Management Committee (GEMC): Ensure strategic alignment and resource allocation for EDI initiatives.
   ii. Centre of Human Resources: Implement fair recruitment and promotion practices.
   iii. SIUC Academic Staff: Embed inclusive teaching and learning practices.
   iv. All SIUC Staff and Students: Respect diversity and report any incidents of discrimination

6. **Monitoring and Reporting**
    i. Collect and analyze data on admissions, recruitment, and participation to identify gaps.
    ii. Publish an Annual EDI Report highlighting progress, challenges, and future goals.
    iii. Maintain confidential reporting channels for complaints related to discrimination or harassment

7. **Review and Revision**
    This policy will be reviewed periodically to ensure continued relevance and effectiveness.

End of Documentation