**Pathway To Potential - Anti-Discrimination and Anti-Harassment Policy**

**Policy Statement:**

Pathway To Potential is committed to providing a workplace that is free from discrimination and harassment. We are dedicated to treating all employees, contractors, clients, and visitors with dignity and respect, regardless of their race, colour, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, marital status, veteran status, or any other protected status under applicable laws.

**Scope:**

This policy applies to all employees, contractors, clients, visitors, and anyone else affiliated with Pathway To Potential. It covers all aspects of employment, including recruitment, hiring, training, promotions, compensation, benefits, and termination.

**Prohibited Conduct:**

1. **Discrimination:** Pathway To Potential strictly prohibits any form of discrimination, including but not limited to, discrimination based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, marital status, veteran status, or any other protected status under applicable laws.
2. **Harassment:** Pathway To Potential does not tolerate any form of harassment, including verbal, physical, visual, or written conduct that creates a hostile, intimidating, or offensive work environment based on an individual's protected status.
3. **Retaliation:** Retaliation against any individual who reports discrimination or harassment or participates in an investigation is strictly prohibited and will result in disciplinary action.

**Reporting Procedures:**

Employees who believe they have experienced or witnessed discrimination or harassment should report it promptly to their supervisor, manager, HR department, or another designated authority within the company. Reports can be made in person, in writing, or through other established reporting mechanisms.

**Investigation and Resolution:**

Pathway To Potential is committed to conducting prompt, thorough, and impartial investigations into all reported incidents of discrimination or harassment. Investigations will be handled discreetly to the extent possible. Upon completion of an investigation, appropriate corrective action will be taken to prevent further violations.

**Protection from Retaliation:**

Pathway To Potential will not tolerate retaliation against any individual who reports discrimination or harassment in good faith or participates in an investigation. Any acts of retaliation will be subject to disciplinary action.

**Disciplinary Action:**

Employees found to have engaged in discrimination or harassment will be subject to appropriate disciplinary action, up to and including termination of employment or engagement with the company.

**Training and Education:**

Pathway To Potential will provide training and educational programs to employees to prevent discrimination and harassment, promote diversity and inclusion, and ensure compliance with this policy and applicable laws.

**Policy Review:**

This Anti-Discrimination and Anti-Harassment Policy will be reviewed regularly to ensure its effectiveness and compliance with evolving laws and regulations. Any updates will be communicated to all employees.

**Acknowledgment:**

By continuing employment or engagement Pathway To Potential, you acknowledge that you have read, understood, and agree to comply with this Anti-Discrimination and Anti-Harassment Policy.

**Date of Policy:** 08/09/2023