



Equal Opportunity Policy

Equal Opportunities Policy

Introduction: -

SVM is committed to providing a work environment that is free from discrimination and promotes equal opportunity for all employees. We believe that a diverse workforce fosters creativity, innovation, and a strong company culture. This policy outlines our commitment to equal opportunity in all aspects of employment.

Non-Discrimination: -

SVM prohibits discrimination against any employee or applicant for employment on the grounds of race, religion, color, national origin, gender, sexual orientation, gender identity, marital status, age, disability, veteran status, or any other basis protected by applicable law.

Reasonable Accommodation: -

SVM will make reasonable accommodations to the known limitations of qualified applicants and employees with disabilities, unless such accommodations would cause undue hardship to the company. This may include providing modified equipment, flexible work arrangements, or accessible workspaces.

Prohibition of Harassment:-

SVM is committed to providing a workplace free from harassment of any kind, including sexual harassment. All employees are expected to conduct themselves in a professional and respectful manner at all times.

Complaint Procedure: -

SVM encourages employees to report any incidents of discrimination or harassment. We will investigate all complaints promptly and confidentially. Employees who report discrimination or harassment will not be retaliated against.

Policy Review

SVM will review this policy periodically to ensure it remains consistent with applicable laws and best practices.

Responsibilities

- All managers and supervisors are responsible for ensuring that this policy is followed within their teams.
- All employees are responsible for creating a work environment that is free from discrimination and harassment.
- The Human Resources department is responsible for maintaining this policy and providing training to employees on its provisions.

Communication

This policy will be communicated to all employees through the employee handbook, company intranet, or other means.

