

## UNIVERSAL PEACE AND VIOLENCE AMELIORATION CENTRE (UPVAC)

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UPVAC/ND-ZTH/POL/001/2021



### **NON-DISCRIMINATION AND ZERO TOLERANCE FOR HARASSMENT POLICY**

At UNIVERSAL PEACE AND VIOLENCE AMELIORATION CENTRE (UPVAC), we value all employees including staff and volunteers as unique individuals, and will also welcome the variety of experiences and skills they bring to our Centre. As such, we have and maintain a strict non-discrimination policy.

We will ensure that the principles of non-discrimination are respected. UPVAC believes everyone should be treated equally and will constantly seek to guarantee that human rights are exercised without discrimination of any kind based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status such as disability, age, marital and family status, citizenship, health status, genetic information or any other characteristic protected by law.

Also, the Centre will ensure that everyone including senior, mid-level and other staff and volunteers have the right to work in a professional environment where their knowledge, skills, and abilities are the critical factors in their success. UPVAC expects all employees to maintain standards or propriety, promote equal opportunity, treat everyone professionally, and act without any form of bias.

Furthermore, the Centre has a zero-tolerance policy for any form of sexual harassment or discrimination, racial harassment or discrimination, disability harassment or discrimination, or any other form of harassment and discrimination whatsoever. UPVAC believes everyone has the right to work. An employee with a disability who can perform the core functions of the job, with or without reasonable accommodation, is entitled to the same protection and respect as other employees. There shall be no form of retaliation and romantic relationships between management staff and anyone in their reporting line are strictly prohibited.

Any staff or volunteer who feels they have been harassed, discriminated against, or otherwise treated negatively because of their race, religion, gender, or other characteristics, have the right to report such harassment or discrimination for an investigation and appropriate action to be taken.

**ITIGBRI OGAGAOGHENE JESSE,**  
CEO.