

I61 Foundation – Enhanced Public Nondiscrimination Policy

1. Purpose

This policy guides fair conduct across all activities of I61 Foundation (“the Foundation”). It applies to staff, volunteers, contractors, funded organisations, partner entities, and funding partners. The purpose is to ensure that all people engaging with the Foundation or its programmes are treated with respect, fairness, and dignity.

2. Legal Framework (Mauritius)

This policy is informed by legislation in Mauritius, including the Equal Opportunities Act 2008, the Workers’ Rights Act 2019, and the Employment Rights Act 2008. These laws prohibit unfair treatment in employment, service delivery, education, public activities, and organisational practices.

3. Scope

This policy applies to:

- Internal teams – staff, volunteers, and contracted service providers.
- External partners – organisations implementing projects with support from I61 Foundation.
- Funded NPOs – organisations receiving financial or material support, grants, or capacity-building resources.
- Funding partners – organisations providing financial, material, or strategic support to the Foundation.
- Any person involved in programmes, services, or interactions connected to the Foundation.

4. Commitments

The Foundation prohibits unfair treatment based on any characteristic protected under Mauritian law. These include race, colour, ethnic background, national extraction, social origin, religion, sex, gender identity, sexual orientation, disability, age, marital or family status, pregnancy, political opinion, or health status.

Funding partners, project partners, and funded NPOs must uphold the same expectations in their work linked to the Foundation.

5. Responsibilities

Internal duties:

- Staff and volunteers must act respectfully in all engagements.
- Supervisors must respond to concerns promptly and maintain accurate documentation

Partner, funding partner, and funded NPO duties:

- Maintain internal policies consistent with this document.
- Ensure project activities follow nondiscrimination requirements.
- Provide training to teams involved in Foundation-supported initiatives.
- Report issues to the Foundation when they involve project participants or funded activities.
- Funding partners must ensure that their collaboration with the Foundation observes equivalent nondiscrimination expectations.

6. Reporting Procedures

Any person may report concerns. These may relate to staff behaviour, partner conduct, funding partner conduct, or treatment of individuals in programmes supported by the Foundation.

Reporting channels include:

- The individual's supervisor or manager.
- Anonymous written submissions through internal reporting channels.
- When necessary, external authorities such as the Equal Opportunities Commission.

7. Investigation Procedures

Upon receiving a report, an initial review will determine whether informal resolution or formal investigation is appropriate. Formal investigations may include:

- Interviews with involved parties.
- Document and communication review.
- Engagement with partners, funded NPOs, and funding partners when incidents relate to joint activities.

A written outcome will summarise the findings and any required corrective steps.

8. Partner, Funded NPO, and Funding Partner Obligations

All collaborating organisations must:

- Maintain nondiscrimination measures aligned with this policy.
- Cooperate with reviews, inquiries, or project assessments.
- Inform the Foundation of any incidents affecting project safety or fairness.
- Ensure staff involved with Foundation-related work understand and follow this policy.
- Funding partners must commit to nondiscrimination expectations when entering agreements with the Foundation.

9. Record-Keeping

The Foundation maintains records of reports, inquiries, training, and compliance reviews. Partners, funding partners, and funded organisations must also keep relevant records so that adherence can be verified when necessary.

10. Review

This policy is reviewed periodically to ensure continued alignment with Mauritius law and the governance framework of I61Foundation.

References

1. Equal Opportunities Act 2008
2. Workers' Rights Act 2019 summary
3. Employment Rights Act 2008