



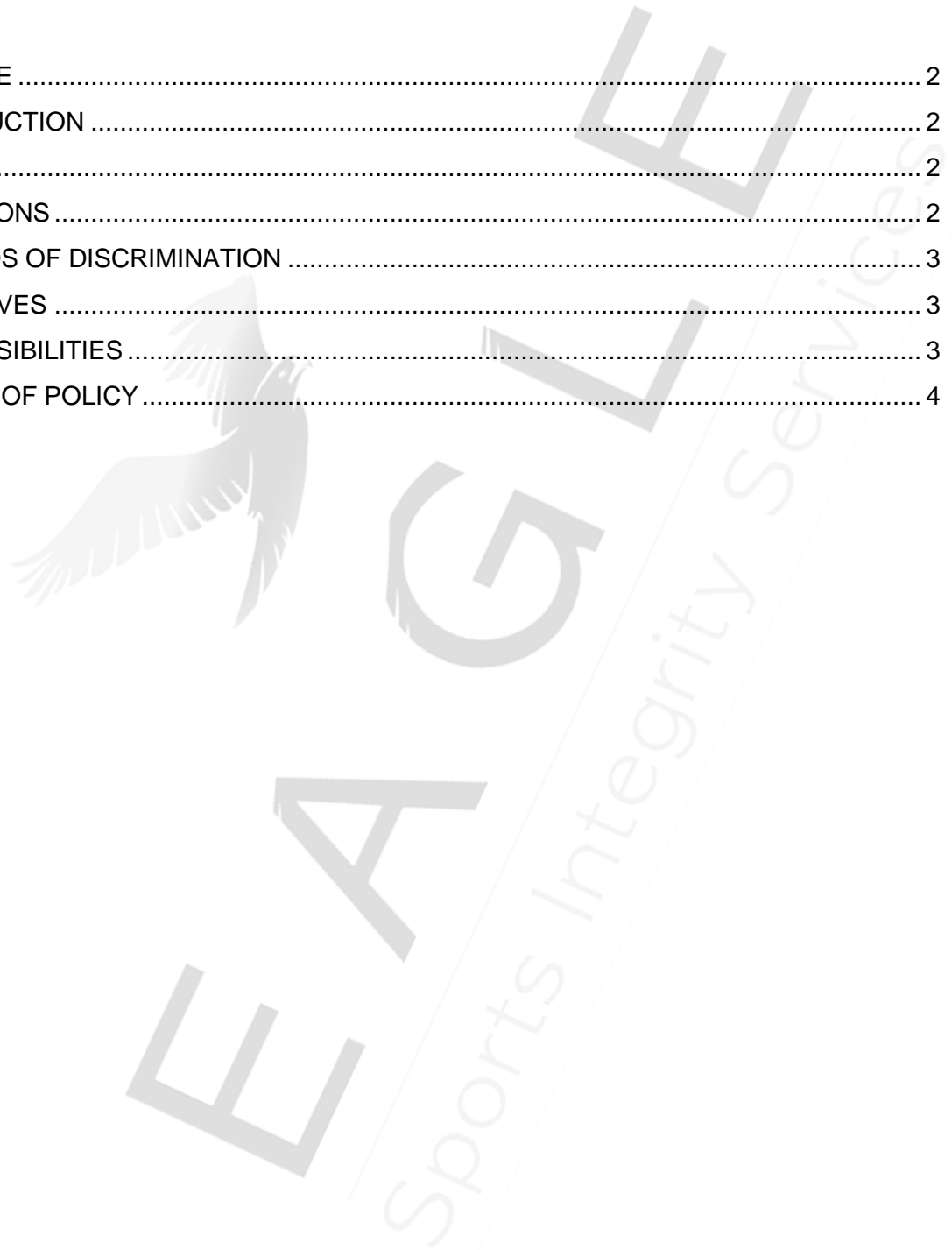
EAGLE

Sports Integrity Services

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Equal Opportunity Policy

PURPOSE

The purpose of the Equal Employment Opportunity (EEO) Policy for EAGLE Sports Integrity Services is to establish our commitment to creating a workplace and environment that upholds fairness, respect, and equality. This policy ensures that all practices within EAGLE Sports Integrity Services are based solely on merit and are free from discrimination. It applies to all board members, employees, students, volunteers, clients, contractors, and visitors to ensure that the principles of EEO are consistently upheld in accordance with relevant legislation and industrial standards across the organization.

At EAGLE Sports Integrity Services, we recognize that diversity enhances our workplace and service delivery. Our diverse workforce enables us to approach problems with different perspectives, fostering a more inclusive and innovative organization.

INTRODUCTION

This policy outlines EAGLE Sports Integrity Services' commitment to ensuring that the principles of Equal Employment Opportunity (EEO) are applied to all aspects of our operations. We are committed to fostering an environment where everyone is treated fairly and with dignity, and where all employees, clients, and stakeholders feel valued.

SCOPE

This policy applies to all board members, employees, students, volunteers, clients, contractors, and visitors to EAGLE Sports Integrity Services.

DEFINITIONS

Direct Discrimination: Occurs when a person is treated less favorably than another person in a similar situation based on a protected attribute, such as race, gender, or age.

Indirect Discrimination: Occurs when a policy, rule, or practice appears neutral but has a disproportionate and disadvantageous impact on individuals who share a particular attribute.

GROUNDS OF DISCRIMINATION

EAGLE Sports Integrity Services is committed to preventing discrimination based on the following grounds:

- Age: Being considered too young or too old.
- Gender identity: Including transgender and gender reassignment status.
- Disability: Including physical, intellectual, or mental impairment.
- Marital status: Being single, married, in a de facto relationship, separated, divorced, or widowed.
- Race and ethnicity: Including color, national origin, or descent.
- Religion or belief: Including a lack of religious belief.
- Sexual orientation: Including heterosexuality, homosexuality, bisexuality, or assumed sexual orientation.
- Pregnancy and family status: Including pregnancy, breastfeeding, and caring responsibilities.

OBJECTIVES

The key objectives of this policy are to:

- a) Ensure that all practices related to recruitment, selection, promotion, training, and service delivery are based on merit and free from discrimination.
- b) Promote a workplace free from harassment, bullying, and discrimination where all individuals are treated with dignity and respect.
- c) Support equal opportunities for all employees, volunteers, and stakeholders, ensuring that they have access to growth and development opportunities.
- d) Provide a clear and confidential process for addressing complaints of discrimination, harassment, and bullying.
- e) Encourage the reporting of any behavior that violates this policy and address complaints in a fair, timely, and sensitive manner.
- f) Foster a workplace culture that embraces diversity and ensures inclusivity in decision-making and service delivery.

RESPONSIBILITIES

Responsibilities of EAGLE Sports Integrity Services:

- a) Maintain a written and accessible EEO policy that applies to all board members, employees, volunteers, clients, contractors, and visitors.
- b) Ensure that all employees are aware of and trained on the EEO policy.
- c) Ensure that organizational policies, rules, and behaviors do not disadvantage anyone based on any protected attribute.
- d) Promote a diverse and inclusive workplace that values contributions from all employees and volunteers.
- e) Provide EEO training to all staff, ensuring that they understand their rights and responsibilities.
- f) Ensure physical accessibility and reasonable accommodations for employees with disabilities across all sites.
- g) Recruit and promote employees based on merit through a fair and transparent process.
- h) Provide support, development, and training to employees where required.
- i) Promptly investigate and resolve any grievances related to EEO issues in the workplace.

Responsibilities of Board Members, Employees, and Volunteers:

- a) Uphold EAGLE's EEO policy and contribute to creating a workplace free from discrimination, harassment, and bullying.
- b) Encourage others to speak up if they witness or experience inappropriate behavior.
- c) Report any behaviors or work practices that may constitute discrimination, bullying, or harassment.

BREACH OF POLICY

Any breach of this policy by employees, students, or volunteers will result in formal disciplinary action, following the appropriate procedures of EAGLE Sports Integrity Services. If a board member, client, contractor, or visitor breaches this policy, appropriate action will be taken, which may include asking the individual to leave the premises or terminating services or contracts.

This policy underscores our commitment to upholding fairness, respect, and equality within EAGLE Sports Integrity Services, ensuring a workplace where everyone can thrive.