



**EDUCATION**  
**HUNAR AND RELIEF**  
**DEVELOPMENT FOUNDATION**

## ANTI-DISCRIMINATION POLICY

*This policy outlines EHRDF's commitment to equality, diversity, and inclusion. It prevents discrimination and ensures all individuals are treated with fairness, dignity, and respect, promoting equal opportunity in line with EHRDF's mission and values.*

Version:	1.0
Approved by:	Board of Directors
Effective Date:	May 2026
Contact:	<a href="mailto:ehrdf@ehrdf.org">ehrdf@ehrdf.org</a>

Title					
EHRDF-AD-PO-09	1.0		1 May 26	01 of 04	Company Secretary
Document No.	Version	Copy #	Date of Version	Page	Copy #

## 1. Introduction

Education Hunar Relief Development Foundation (EHRDF) is committed to creating an inclusive, respectful, and empowering environment where every individual is treated with dignity and equality. This Anti-Discrimination Policy reflects EHRDF's values of fairness, diversity, and human rights across all our programs and operations.

## 2. Purpose

This policy aims to:

- Define discrimination and related concepts.
- Establish a clear approach to preventing and addressing discrimination.
- Foster a culture of respect, equality, and inclusion.
- Ensure alignment with national and international legal standards.

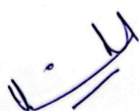
## 3. Scope

This policy applies to all employees, volunteers, board members, consultants, partners, and any individuals or organizations associated with EHRDF's activities, both in Pakistan and internationally.

## 4. Definitions

- **Discrimination:** Any unjust or prejudicial treatment of individuals or groups based on race, ethnicity, religion, gender, age, disability, sexual orientation, caste, language, socioeconomic status, or any legally protected characteristic.
- **Harassment:** Unwanted, offensive behavior related to a protected characteristic that undermines dignity or creates an intimidating or hostile environment.
- **Equal Opportunity:** The principle of fair treatment and access for all, free from bias or favoritism, particularly in employment, participation, and access to services.

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		Title			
EHRDF-AD-PO-09	1.0		1 May 26	01 of 04	Company Secretary
Document No.	Version	Copy #	Date of Version	Page	Copy #

## 5. Policy Statement

EHRDF has zero tolerance for discrimination and harassment of any kind. Every member of our team is expected to uphold this principle and contribute to a welcoming, inclusive, and non-discriminatory environment.

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## 6. Responsibilities

- **Board of Trustees:** Ensure oversight and accountability for policy implementation.
  - **Senior Management:** Champion inclusive practices, monitor adherence, and facilitate regular awareness initiatives.
  - **Employees and Volunteers:** Abide by this policy, actively support inclusivity, and report concerns promptly.
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## 7. Preventive Measures

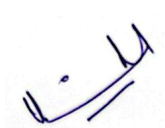
- **Training:** Regular sessions on anti-discrimination, inclusive behavior, and diversity sensitivity for staff and volunteers.
  - **Inclusive Programming:** All EHRDF programs and projects will incorporate inclusive practices and community representation.
  - **Unbiased Recruitment:** Hiring and promotion will be based solely on merit, experience, and potential, ensuring fair representation.
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## 8. Reporting and Investigation

- **Reporting Mechanism:** Concerns may be reported confidentially to the designated Compliance Officer or management. Anonymity and protection of the reporter will be prioritized wherever possible.
- **Investigation:** All complaints will be promptly, fairly, and independently investigated, ensuring no conflict of interest or bias.

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## 9. Protection from Retaliation

EHRDF strictly prohibits retaliation against anyone who reports discrimination or cooperates in an investigation. Retaliatory actions will result in disciplinary consequences.

## 10. Consequences of Non-Compliance

Violations of this policy will result in appropriate action, which may include verbal/written warnings, suspension, termination of employment or contract, or legal recourse.

## 11. Monitoring and Review

The policy will be reviewed annually by EHRDF’s Board of Trustees and updated as needed. Internal audits will monitor compliance and identify areas for improvement.

## 12. Communication

This policy will be shared during onboarding and made available to all stakeholders via the EHRDF website, staff handbooks, and internal platforms.

## 13. Conclusion

Education Hunar Relief Development Foundation is committed to being a beacon of equality, opportunity, and human dignity. Upholding this Anti-Discrimination Policy is central to our mission of educational and humanitarian service.

Approved by the Board of Directors on May 01, 2026

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