

CERP

Discrimination Policy

Discrimination

Notwithstanding the applicable laws of the Islamic Republic of Pakistan, CERP aims to provide employment, professional development, and advancement opportunities to qualified individuals based on their ability to contribute to organizational needs rather than personal characteristics.

Definition

Discrimination is the adverse treatment of an individual based on a personal characteristic rather than individual merit. Examples of personal characteristics include, but are not limited to:

- Age
- Gender, sex, affectional or sexual orientation, gender identity or expression, and marital status
- Physical appearance or attire
- Physical or mental disability
- Political views
- Race, creed, caste, color, national origin, ancestry
- Religious beliefs
- Source of income, family status
- Other characteristics prescribed by law or regulations

Examples of discrimination

Behavior that can constitute discrimination if based on an individual's personal characteristic include but are not limited to:

- Singling out or targeting an individual for different or less favorable treatment (e.g., more severe discipline, lower salary increases)
- Failing or refusing to hire an individual
- Terminating an individual from employment

Any discrimination against any individual, whether it is an applicant for employment, an external partner, or an employee, must be immediately reported to CERP Core Management, especially HR. An investigation shall be conducted leading to disciplinary action if necessary.