

# ANTI-DISCRIMINATION POLICY

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## Revision History

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## **1. Purpose**

Maxbyte Technologies Inc. is committed to maintaining a workplace and learning environment free from discrimination, harassment, and retaliation. This policy ensures compliance with U.S. federal and state laws prohibiting discrimination in employment and education.

## **2. Scope**

This policy applies to all employees, Partners, instructors, and participants in Maxbyte Technologies Inc.'s programs, including but not limited to training sessions, hiring process, and professional interactions.

## **3. Prohibited Discrimination**

Maxbyte Technologies Inc. strictly prohibits discrimination or harassment based on the following protected characteristics, in accordance with federal laws such as Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and other applicable laws:

- Race, color, or ethnicity
- National origin or ancestry
- Gender, gender identity, or gender expression
- Sexual orientation
- Age
- Religion or creed
- Disability (physical or mental)
- Pregnancy or parental status
- Marital status
- Veteran or military status
- Genetic information or any other characteristic protected under U.S. law

#### **4. Equal Opportunity Commitment**

- Employment, promotions, compensation, training opportunities, and educational programs are provided on a non-discriminatory basis.
- Reasonable accommodations will be made for individuals with disabilities in compliance with the ADA.
- All complaints will be taken seriously, and prompt action will be taken to investigate and resolve issues.

#### **5. Reporting and Investigation**

- Any individual who believes they have been subjected to discrimination or harassment should report the incident to HR or a designated compliance officer.
- Reports can be made confidentially and without fear of retaliation.
- All complaints will be investigated thoroughly, and appropriate corrective actions will be taken.

#### **6. Consequences of Violations**

- Any employee, partner, or participant found to have violated this policy will be subject to disciplinary action, up to and including termination of employment or removal from training programs.
- Retaliation against individuals who report discrimination is strictly prohibited and will result in disciplinary action.

#### **7. Policy Review and Updates**

- This policy will be reviewed regularly to ensure compliance with changes in U.S. laws and best practices.
- Updates will be communicated to all employees and stakeholders as necessary.

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*By adhering to this policy, Maxbyte Technologies Inc. promotes an inclusive and respectful environment for all individuals.*