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Anti-Discrimination and Harassment Policy

Policy Statement:

We Care 24x7 Ltd is committed to providing a workplace free from discrimination and harassment. We believe in treating all employees and applicants with respect, dignity, and fairness. Discrimination and harassment based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected status are strictly prohibited. We are dedicated to fostering a workplace culture that promotes a sense of belonging for all employees.

Prohibited Conduct:

1. Discrimination:

- Discrimination on the basis of any protected characteristic is strictly prohibited. This includes, but is not limited to, hiring, promotion, compensation, and all other employment-related decisions.

2. Harassment:

- Harassment is defined as unwelcome conduct based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected status. Harassment may include verbal, physical, or visual conduct that creates an intimidating, hostile, or offensive working environment.

Prevention and Reporting:

1. Prevention:

- We Care 24x7 Ltd is committed to preventing discrimination and harassment through education, awareness, and fostering a culture of respect and inclusivity.
- Employees are encouraged to treat each other with respect and promptly report any behavior that may violate this policy.

2. Reporting Procedure:

- Any employee who believes they have experienced or witnessed discrimination or harassment is encouraged to report the incident to their supervisor, manager, or the Human Resources Department.
- Reports can be made verbally or in writing, and confidentiality will be maintained to the extent permitted by law.

Investigation and Resolution:**1. Prompt Investigation:**

- We Care 24x7 Ltd will promptly and thoroughly investigate all reports of discrimination or harassment. Investigations will be conducted impartially, and appropriate corrective action will be taken.

2. Retaliation Prohibition:

- Retaliation against any individual who reports discrimination or harassment or participates in an investigation is strictly prohibited.
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Consequences of Violation:**1. Disciplinary Action:**

- Any employee found to have violated this policy will be subject to appropriate disciplinary action, which may include verbal or written warnings, suspension, or termination of employment.

2. Legal Consequences:

- Violation of this policy may result in legal consequences for the individual engaging in discriminatory or harassing behavior, as well as for We Care 24x7 Ltd.

Training and Education:**1. Training Programs:**

- We Care 24x7 Ltd will provide regular training programs to employees to raise awareness about discrimination and harassment, and to promote a culture of respect and inclusivity.

Review and Revision:

This Anti-Discrimination and Harassment Policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws. We Care 24x7 Ltd reserves the right to revise, modify, or amend the policy at any time and will communicate any changes to employees accordingly.