

**Mandala Complementary Studies, the Institute of Crystal and Gem Therapists,  
Equal Opportunities Policy  
July 2025**

MCS/ICGT's objective is to maintain operational standards so that all its tutors and students are treated equally, irrespective of race, sex, sexual orientation, religion, disability, age, gender reassignment, marital status or ethnic origin. MCS/ICGT celebrates and values the diversity of its students.

MCS/ICGT Tutors are instructed to ensure the following:

1. There shall be no discrimination in respect of race, sex, sexual orientation, religion, disability, age, transvestism, transsexualism, intersex conditions or any process of gender reassignment, begun or complete, marital status or ethnic origin.
2. Recruitment, promotion, training and development and redundancy shall be determined on capability and merit only.
3. MCS/ICGT's Tutors have personal responsibility for the practical application of this Policy, which applies to the treatment of students and the general public as well as to each other.
4. MCS/ICGT will make sure its environment, in terms of its pictures, images, publicity materials, literature etc. will reflect the diversity of its students.
5. Any MCS/ICGT Tutor that is involved in recruitment, promotion or training has specific responsibility for the practical application of this Equal Opportunity Policy.
6. In the event that someone considers that he/she has been the subject of unfair discrimination, or any form of harassment or victimisation, the person should refer to the MCS/ICGT Grievance Procedure.
7. Anyone who has been determined to have committed an act of unlawful discrimination shall be subject to disciplinary action according to MCS/ICGT's Disciplinary Rules and Procedures.
8. If there is any doubt about the terms of this Policy or the application thereof anyone should consult the MCS/ICGT Co-ordinators.