

OCI Foundation International

Sponsors of the: (i) Cyfed Undergraduates Scholarships (ii) CBH Scholarships (iii) IFOMSSA Junior Awards (iv) IFOMSSA Senior Awards and (v) Annual JAMB Awards (vi) ArOY Health Campaign (vii) LAMS Initiative (viii) The Gynocular Project



1. Anti-Discrimination (March 2025)

The OCI Foundation adheres to the principles of Equal Employment Opportunity. Therefore, we support and create working conditions that ensure equal opportunities for training, benefits, employment, and promotion.

All team members and associates are treated with merit. This is regardless of gender, age, marital status, race, or other factors. Everyone is valued in line with their job performance.

No form of discrimination is tolerated within the OCI Foundation. All team members are entitled to a workplace that is free of harassment and discrimination of any kind.

Our team leaders ensure that everyone associated with the OCI Foundation, including team members, partners, beneficiaries, volunteers, and other stakeholders, receives equal and fair treatment, with no unlawful discrimination.

There is no room for the victimisation of witnesses or those who lay complaints. All received reports are taken seriously and treated promptly, impartially, and confidentially.

Disciplinary actions exist for defaulters and can take the form of warnings, dismissals, counselling, or other measures, depending on the circumstances.

2. Prohibition of Transactional Sex (March 2025)

The OCI Foundation prohibits all team members, staff, contractors, partners, volunteers and all other associates from engaging in any form of transactional sex while conducting business related to the organisation.

Review of Policy

This policy is subject to review in March 2028, three years after its implementation. This can be sooner if legislation or other events warrant so.

Complaints/Feedback

If you feel violated in any way by anyone associated with the OCI Foundation, please contact us immediately via the link [HERE](#).