Part 7: Discrimination

ICTI Code Requirement: 1f) that there will be no discrimination in employment practices on the basis of race, colour, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation, within the terms of C111 Discrimination (Employment and Occupation) Convention (1958);

7.1 Does the factory have a written policy against discrimination in compliance with national and local laws?

Factory Guidance

- The factory should have access to the national and local laws on the subject of discrimination in the workplace.
- The factory should have a written policy and procedures to ensure compliance and remediation with the factory policy.
- The policy should be posted in the local language.
- The policy should comply with the national and local laws, covering, for instance, discrimination in hiring, compensation, access to training, promotion, termination, or retirement, or any other aspect of employment based on race, caste, national origin, religion, age, disability, gender, marital status, pregnancy, sexual orientation, union membership or political affiliation.

Audit Checklist

☐ Yes / ☐ No [Non-compliance]

Comment Details:
Document Number/Name:/Date of Issue:

7.2 Has the factory designated a person with responsibility for communicating, implementing, and enforcing the non-discrimination policy?

Audit Checklist

☐ Yes / ☐ No [Non-compliance]

Comment Details:
Name and title of responsible person:
Section 2: Audit Checklist

7.3 Has the factory communicated the policy, practices and procedures to the workers and in writing to any third parties that may recruit and screen applicants on its behalf?

Factory Guidance
- Acceptable means of communications include verbally communication prior to and/or on commencement of employment, orientation, employee handbook, and visibly displayed to workers, e.g. on notice boards or in libraries.

Audit Checklist

☐ Yes / ☐ No [Non-compliance]

Comment Details:
Ways of Communication:

7.4 Is the discrimination in recruitment, workplace or patterns of dismissal being prohibited in the factory?

Factory Guidance
- The factory should follow local and national laws regarding discriminatory employment practices.
- Recruit documents, promotion and demotion records, termination records and complaint records should be well maintained. Reasons for dismissal should be documented.

Audit Checklist

☐ Yes / ☐ No [Non-compliance]