

Khatib & Alami is committed to creating a workplace where people are treated with fairness, dignity, and respect.

As a multidisciplinary consultancy working across regions, cultures, and communities, we recognize that diverse perspectives strengthen our teams, improve decision-making, and support better outcomes for our clients and the people we serve.

K&A supports the principle of equal pay for work of equal value and is committed to compensation practices that are fair, objective, and consistent with applicable law.

Fair and Inclusive Employment Practices

We do not tolerate discrimination on the basis of race, color, nationality, ethnic origin, religion or belief, gender, disability, pregnancy, or any other characteristic protected by applicable law. K&A also seeks to promote fair and respectful treatment regardless of age, marital status, family status, political opinion, or other personal characteristics.

This commitment applies across all stages of employment, including:

- Recruitment and selection
- Hiring and onboarding
- Training and professional development
- Performance management
- Promotion and career progression
- Compensation and benefits
- Workplace conduct
- Separation from employment

Respect in the Workplace

K&A expects all employees, managers, consultants, and representatives to contribute to a professional and respectful working environment.

Harassment, bullying, intimidation, sexual harassment, verbal abuse, physical violence, psychological violence, or any form of discriminatory conduct is not accepted.

We encourage open communication and support a workplace culture where concerns can be raised in good faith and addressed appropriately.

Reasonable Accommodation

K&A aims to provide reasonable workplace adjustments and support for employees and candidates with disabilities or other legitimate needs, in accordance with applicable laws and operational requirements.

Shared Responsibility

Equal opportunity is a shared responsibility.

Leaders, managers, and employees are expected to uphold this policy, promote inclusive behavior, and support a workplace where everyone has the opportunity to contribute and grow.

Reporting Concerns

K&A prohibits retaliation against any individual who raises a concern, participates in an investigation, or reports suspected misconduct in good faith.

Changes to This Policy

We may update this Equal Opportunity Policy from time to time to reflect changes in law, business practices, or internal standards.

Any updates will be posted on this page.



Najib Khatib, PhD
Chairman & CEO