



**Effective Date: 07/26/2024**

### **Anti-Discrimination Policy**

123 4 Safety Group Training School is committed to providing a learning environment that is free from discrimination and harassment and where all individuals are treated with dignity and respect. Discrimination based on race, color, ethnicity, national origin, religion, sex, gender identity, sexual orientation, age, disability, or any other characteristic protected by law is strictly prohibited.

We believe that diversity and inclusivity are essential to our mission of providing high-quality continuing education and training. We are committed to creating a safe and welcoming environment for all learners and to ensuring that our CE/T programs are accessible and responsive to the needs of all learners.

123 4 Safety Group Training School anti-discrimination policy applies to all aspects of our CE/T programs, including enrollment, instruction, assessment, and support services. We expect all learners, instructors, and staff to adhere to this policy and to treat one another with respect and professionalism. Any form of discrimination or harassment will not be tolerated and may result in disciplinary action, up to and including expulsion or termination of employment.

#### **Providing Policy Information to Learners**

The anti-discrimination policy is provided to learners through multiple channels:

- **Course Materials:** Included in all course syllabi and handbooks.
- **Orientation Sessions:** Discussed in detail during initial orientation sessions.
- **Website and Training Facilities:** Posted on our official website and displayed in all training facilities.

#### **Making Instructors and Instructional Developers/Planners Aware of the Policy**

To ensure all instructional staff are informed about the anti-discrimination policy:

- **Policy Review:** The policy is reviewed with all instructors and instructional developers/planners before they begin their duties.
- **Written Acknowledgment:** Instructors and instructional developers/planners are required to acknowledge the anti-discrimination policy in writing before conducting any CE/T programs.