



## *InOut Academy Disability Discrimination Policy*

This policy outlines InOut Academy's commitment to preventing disability discrimination among our learners, trainers, and staff during the delivery of our learning programs. It aims to foster an inclusive and accessible environment for all individuals.

This policy applies to all InOut Academy employees, trainers, learners, and any third parties who interact with our academy.

### **Policy Statement**

InOut Academy is dedicated to promoting equality and preventing disability discrimination. We strive to ensure that individuals with disabilities are treated with dignity, respect, and fairness.

### **Our commitment includes:**

- Providing a safe and accessible learning environment.
- Preventing discrimination and harassment based on disability.
- Ensuring reasonable adjustments are made to accommodate the needs of individuals with disabilities.

### **Responsibilities**

- **Employees and Trainers:** Understand and adhere to the policy, and foster an inclusive environment.
- **Learners:** Respect the rights of others and report any instances of discrimination or harassment.

### **Implementation**

1. **Accessibility:** Ensure our facilities, materials, and services are accessible to individuals with disabilities.
2. **Support and Resources:** Offer support and resources to individuals with disabilities to facilitate their participation in our programs.

## **Review and Monitoring**

InOut Academy will review this policy annually or as required by changes in legislation or practice. Any revisions will be communicated to all staff, learners.

## **Commitment to Continuous Improvement**

InOut Academy is committed to the continuous improvement of our disability discrimination policies and practices. We will set annual objectives and targets to monitor and evaluate our performance.

## **Communication**

This policy includes:

- Included in staff and learner induction programs.
- Available on our website.
- Communicated to all employees, trainers, and learners.

InOut Academy is committed to creating an inclusive and supportive environment for all individuals. By adhering to this policy, we aim to prevent disability discrimination and ensure equal opportunities for everyone.