



KM WORLD LEADERS

United States Protection, Equality, Accessibility & Privacy Policy

1. Policy Statement

KM World Leaders is committed to protecting the rights, dignity, privacy, and wellbeing of all individuals in the United States. We align our practices with the Americans with Disabilities Act (ADA), the Civil Rights Act, the Equal Employment Opportunity laws, and applicable federal and state privacy regulations. We do not tolerate discrimination and are committed to equality, accessibility, inclusion, and ethical governance across all our programmes, services, events, and operations.

2. Scope of This Policy

This policy applies to all KM World Leaders employees, consultants, partners, coaches, trainees, participants, members, clients, and guests in the United States. It covers all programmes, events, training sessions, digital platforms, recruitment, partnerships, promotions, certifications, and communications.

3. Non-Discrimination & Equal Opportunity

KM World Leaders prohibits discrimination, harassment, or retaliation on any protected ground, including disability, race, color, sex, religion, national origin, age, genetic information, or any other characteristic protected under U.S. federal or state law. All individuals will be treated with dignity, respect, and fairness and provided equal access to opportunities.

4. Disability Inclusion & Accessibility (ADA)

In line with the Americans with Disabilities Act (ADA), KM World Leaders is committed to providing inclusive and accessible environments. We will make reasonable modifications and accommodations to ensure physical, digital, and communication accessibility for programmes and events, including accessible venues where possible, accessible materials, and inclusive communication practices. We aim to remove barriers to participation wherever reasonably practicable.

5. Reasonable Accommodations

KM World Leaders will provide reasonable accommodations to qualified individuals with disabilities, unless doing so would cause undue hardship as defined by law. This may include flexible arrangements, alternative formats, adjusted participation methods, or assistive support. All requests will be handled confidentially and respectfully.

6. Privacy & Data Protection

KM World Leaders is committed to protecting personal information in accordance with applicable U.S. federal and state privacy and data protection laws. Personal information will be collected and used lawfully and fairly, kept secure, used only for legitimate business purposes, and not retained longer than necessary. Individuals have the right to request access to and correction of their personal information, subject to applicable law.

7. Responsibilities

Leadership is responsible for implementing and monitoring this policy. Partners, coaches, and staff must support equality, accessibility, and privacy in all activities. Participants and members are expected to treat others with respect and may request reasonable accommodations or raise concerns without fear of retaliation.

8. Complaints and Grievances

Any individual who believes they have experienced discrimination, lack of accessibility, or misuse of personal information may raise a complaint. KM World Leaders will take all complaints seriously, investigate them fairly and promptly, and take appropriate corrective action. Retaliation against any person raising a concern is strictly prohibited.

9. Legal Alignment

This policy is aligned with the Americans with Disabilities Act (ADA), Civil Rights Act, Equal Employment Opportunity laws, and applicable U.S. federal and state privacy and equality regulations. KM World Leaders applies these principles as part of its commitment to good governance and ethical leadership.

10. Review and Updates

This policy will be reviewed annually or sooner if required due to changes in law, organisational growth, or operational needs.

11. Statement of Commitment

KM World Leaders is committed to building an inclusive, ethical, and world-class leadership ecosystem in the United States—one that protects rights, promotes equality, respects privacy, and empowers every individual to participate fully. Signed: Dr & Professor Kuldipak Marwaha CEO & Visionary World Leader KM World Leaders