



## **KM WORLD LEADERS**

# **Accessibility, Disability Inclusion & ADA-Aligned Policy**

### **1. Policy Statement**

KM World Leaders is committed to creating an inclusive, accessible, and respectful environment for all individuals. We align our practices with the principles of the Americans with Disabilities Act (ADA), the UK Equality Act 2010 (where applicable), and international accessibility standards. We do not tolerate discrimination based on disability and are committed to providing equal access, equal opportunity, and reasonable accommodations across all our programmes, services, events, platforms, and partnerships.

### **2. Scope of This Policy**

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

### **3. Non-Discrimination Commitment**

KM World Leaders strictly prohibits discrimination based on disability in recruitment, onboarding, access to programmes, leadership opportunities, certifications, assessments, communications, and community participation. Individuals with disabilities will be treated with dignity, respect, and fairness at all times.

## **4. Accessibility Standards**

KM World Leaders is committed to physical, digital, and communication accessibility. Where events are held in person, we will make reasonable efforts to ensure step-free access or suitable alternatives, accessible seating, and clear signage. Digitally, we aim to provide accessible documents, readable materials, captions or transcripts for media where possible, and follow accessibility best practices. We also commit to clear, inclusive communication and alternative formats upon reasonable request.

## **5. Reasonable Accommodations**

KM World Leaders will provide reasonable accommodations to individuals with disabilities to ensure equal participation, unless doing so would cause undue hardship. This may include flexible deadlines, alternative formats, adjusted participation methods, assistive technology support, or modified event arrangements. All requests will be handled confidentially and respectfully.

## **6. Responsibilities**

Leadership will ensure this policy is implemented and upheld. Partners, coaches, and staff must support accessibility and inclusion in all activities. Participants and members may request reasonable accommodations and are expected to treat others with respect and dignity.

## **7. Complaints and Concerns**

Any individual who believes they have experienced discrimination or unfair treatment related to disability may raise a concern. KM World Leaders will take all complaints seriously, investigate them fairly and promptly, and take appropriate corrective action. Retaliation is not tolerated.

## **8. Legal Alignment**

This policy aligns with the principles of the Americans with Disabilities Act (ADA), the UK Equality Act 2010 (where applicable), and international best practices for accessibility and inclusion. KM World Leaders applies these principles globally as part of its ethical and professional standards.

## **9. Review and Updates**

This policy will be reviewed annually or sooner if required due to legal changes, organisational growth, or operational updates.

## **10. Statement of Commitment**

KM World Leaders is committed to building a world-class leadership ecosystem that is inclusive, accessible, and empowering for everyone. We believe true leadership means removing barriers, not creating them. Signed: Dr & Professor Kuldipak Marwaha CEO & Visionary World Leader KM World Leaders