



## **KM WORLD LEADERS**

# **Australia 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 Australia. We align our practices with the Australian Human Rights Commission Act, the Disability Discrimination Act 1992, the Fair Work Act, and the Privacy Act 1988. 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 Australia. 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 victimisation on any protected ground, including disability, race, sex, age, religion, sexual orientation, gender identity, or any other characteristic protected under Australian law. All individuals will be treated with dignity, respect, and fairness and provided equal access to opportunities.

## **4. Disability Inclusion & Accessibility**

In line with the Disability Discrimination Act 1992, KM World Leaders is committed to providing inclusive and accessible environments. We will make reasonable adjustments 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 Adjustments**

KM World Leaders will provide reasonable adjustments to support individuals with disabilities or specific needs, unless doing so would cause unjustifiable hardship. 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 the Privacy Act 1988 and the Australian Privacy Principles (APPs). Personal information will be collected and used lawfully and fairly, kept secure, used only for legitimate purposes, and not retained longer than necessary. Individuals have the right to access and correct their personal information.

## **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 adjustments 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 Disability Discrimination Act 1992, Fair Work Act, Australian Human Rights Commission Act, Privacy Act 1988, and relevant best practices for equality, accessibility, and ethical leadership. KM World Leaders applies these principles as part of its commitment to good governance and social responsibility.

## **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 Australia—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