



KM WORLD LEADERS

Canada 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 Canada. We align our practices with the Canadian Human Rights Act, the Accessible Canada Act, applicable provincial human rights legislation, and the Personal Information Protection and Electronic Documents Act (PIPEDA). 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 Canada. 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, colour, sex, gender identity or expression, age, religion, sexual orientation, or any other characteristic protected under Canadian 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 Accessible Canada Act and human rights legislation, KM World Leaders is committed to providing inclusive and accessible environments. We will make reasonable efforts 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 identify, remove, and prevent barriers to participation wherever reasonably practicable.

5. Reasonable Accommodation

KM World Leaders will provide reasonable accommodation to support individuals with disabilities or specific needs, 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 (PIPEDA)

KM World Leaders is committed to protecting personal information in accordance with PIPEDA and applicable provincial privacy laws. Personal information will be collected, used, and disclosed 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 accommodation 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 Canadian Human Rights Act, Accessible Canada Act, applicable provincial human rights legislation, PIPEDA, 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 Canada—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