



Diversity, Equity, and Non-Discrimination Policy (DEI Policy)

1. Purpose of the Policy

This Policy aims to ensure equal, safe, and respectful access to all GMA educational programs, regardless of a student's personal characteristics.

The Policy defines GMA's commitments in the areas of non-discrimination, equal opportunity, inclusion, and cultural sensitivity, in alignment with the **ICF Code of Ethics** and international Diversity, Equity & Inclusion (DEI) standards.

2. Principles of Non-Discrimination

GMA upholds the following principles:

- **No discrimination** — on the basis of race, gender, identity, age, nationality, language, religion, sexual orientation, marital status, disability, health condition, cultural background, or socioeconomic status.
- **Equal access** — all students receive the same opportunities to participate and receive support.
- **Inclusion** — creating learning conditions that honor the diversity of participants.
- **Respect for differences** — recognizing the uniqueness of every individual.
- **Safe environment** — zero tolerance for discriminatory behavior, aggression, harassment, or bias.

3. GMA Commitments

GMA commits to:

- supporting equal rights and conditions for all students,
- removing barriers that may limit participation,
- training faculty, mentors, and supervisors in DEI and cultural sensitivity,
- following the ICF Code of Ethics (sections on fairness, respect, inclusion, and dignity),
- maintaining confidentiality of personal data,
- preventing discrimination in student selection, decision-making, or service delivery.

4. Inclusive Learning Environment

GMA fosters an environment that:

- is safe for expressing thoughts and experiences,

- supports cultural, linguistic, and identity-based differences,
- allows students to learn without fear of judgment,
- eliminates evaluations, stereotypes, and biased assumptions,
- is rooted in non-directive and respectful communication.

Faculty are expected to model non-judgmental, ethical interaction at all times.

5. Accessibility and Equal Opportunity

When needed, GMA provides:

- reasonable accommodations (see Accessibility Policy),
- access to technical tools,
- alternative learning formats,
- adjusted practice participation when possible without compromising ICF standards.

No student may be excluded from participation due to the need for accommodations.

6. Prohibited Forms of Behavior

GMA prohibits:

- discrimination in any form,
- harassment (verbal, non-verbal, emotional, or social),
- humiliation or attacks on dignity,
- stereotyping or biased labeling,
- exclusion or isolation of a participant,
- inappropriate jokes or comments,
- pressure, coercion, or manipulative behavior.

Any violation is treated as a serious matter.

7. Reporting Discrimination or Violations

If a student believes they have experienced discrimination or unequal treatment, they may submit a report to:

- the program coordinator,
- GMA administration,
- the lead trainer,
- official communication channels.

Reports are reviewed within **7 business days**, with full confidentiality.

8. Response Measures

Depending on the nature of the violation, GMA may:

- conduct a corrective conversation,
- issue a formal warning,
- temporarily remove the individual from participation,

- recommend supervision or professional consultation,
- in cases of serious or repeated violations — terminate the person's participation in the program.

All decisions are made with fairness and respect for all parties involved.

9. Responsibilities of the Parties

GMA commits to:

- maintaining an inclusive learning environment,
- following this Policy,
- training staff in DEI principles,
- responding promptly to violations.

Students commit to:

- respecting diversity and individual differences,
- following the Non-Discrimination Policy,
- interacting respectfully in the learning environment,
- adhering to the ICF Code of Ethics.

10. Final Provisions

- This Policy is mandatory for all students, faculty, mentors, supervisors, and GMA staff.
- The Policy is updated in accordance with ICF requirements and evolving DEI practices.
- It applies to all GMA educational programs without exception.

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