

## **Global-CPD Equal Opportunity Policy**

### **1. Purpose**

The purpose of this policy is to affirm Global-CPD's commitment to creating and maintaining an inclusive, respectful, and discrimination-free learning and working environment for all participants, staff, and stakeholders. We believe that diversity strengthens professional development, collaboration, and innovation in education.

### **2. Scope**

This policy applies to:

- All learners and participants in Global-CPD training programs
- Trainers, facilitators, consultants, and administrative staff
- Partner institutions and collaborators worldwide
- All modes of delivery (in-person, online, blended)

### **3. Our Commitment**

Global-CPD is committed to:

- Promoting equal access to all CPD activities regardless of personal background or identity
- Valuing and respecting individual differences and contributions
- Preventing discrimination, harassment, or victimization on any grounds
- Ensuring inclusive design in content, delivery, and participation procedures
- Encouraging diverse representation in trainer recruitment and leadership roles

We affirm the right of all individuals to be treated fairly and without prejudice based on:

- Age
- Gender and gender reassignment
- Race, ethnicity, or national origin
- Religion or belief
- Sexual orientation
- Disability or health condition
- Socioeconomic background

#### 4. Implementation Measures

To uphold this commitment, Global-CPD will:

- Provide reasonable adjustments for participants with special needs
- Train staff and trainers in inclusive practice and unconscious bias awareness
- Review program materials regularly for inclusive language and diverse perspectives
- Act promptly and confidentially in response to any reported concerns
- Reflect this policy in all official documents, partnerships, and delivery methods

#### 5. Reporting Concerns

Anyone who believes they have experienced or witnessed a breach of this policy may report it in confidence to:

 [support@global-cpd.org](mailto:support@global-cpd.org)

All reports will be treated seriously and investigated according to our Complaints Policy.

#### 6. Policy Review

This policy is reviewed every **two years** by the Internal Quality Assurance Team or earlier if required by changes in delivery format, technology, or stakeholder needs.

For questions or concerns related to this policy, please contact:

##### Global-CPD Administrative Office

 Email: [support@global-cpd.org](mailto:support@global-cpd.org)

 Website: [www.global-cpd.org](http://www.global-cpd.org)

## Document Control

**Policy Title:** Equal Opportunity Policy

**Policy Reference:** CPD-POL-05

**Effective Date:** 04.09.2008

**Next Review Date:** 04.05.2024

**Version Number:** V9.0

**Policy Owner:** Academic Coordinator, Global-CPD

**Approval Authority:** Director, Global-CPD

**Status:** Active

## Revision History:

Version	Date	Author	Description / Changes
1.0	04.09.2008	Osman Bedel	Initial policy draft and approval
2.0	01.09.2010	QA Team	Added reference to partner institutions
3.0	03.09.2012	QA Team	Incorporated protected characteristics language
4.0	02.09.2014	QA Lead	Expanded accessibility and training commitments
5.0	01.09.2016	Osman Bedel	Updated charter structure and added implementation section
6.0	03.09.2018	QA Team	Added reporting and contact procedures
7.0	01.09.2020	QA Team	Aligned with international DEI standards
8.0	02.09.2022	Policy Officer	Updated language on gender and disability inclusivity
9.0	04.05.2024	Osman Bedel	Full revision and formatting under new Document Control