

## **Equal Opportunity Policy**

### **Policy Statement**

Training Innovations LLC is committed to providing equal opportunity in all aspects of employment, training, and business operations. We value diversity and inclusion, and we believe that all individuals should be treated with dignity, fairness, and respect.

It is the policy of Training Innovations LLC to ensure that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any program or activity we operate, on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, veteran status, or any other characteristic protected by applicable federal, state, or local law.

### **Scope**

This policy applies to all employees, contractors, clients, vendors, and program participants of Training Innovations LLC. It covers:

- Recruitment, hiring, training, promotion, compensation, and benefits.
- Educational programs, services, and opportunities offered by the company.
- All interactions with the public, partners, and governmental entities.

### **Commitment to Accessibility**

Training Innovations LLC provides reasonable accommodations to qualified individuals with disabilities in accordance with the Americans with Disabilities Act (ADA) and applicable state laws.

### **Compliance**

We comply with all applicable federal, state, and local equal opportunity laws, including but not limited to:

- Title VII of the Civil Rights Act of 1964
- Americans with Disabilities Act of 1990 (ADA)
- Age Discrimination in Employment Act of 1967 (ADEA)
- Arkansas Civil Rights Act

### **Reporting Concerns**

Any person who believes they have been subjected to discrimination, harassment, or retaliation is encouraged to report the matter to management. All complaints

will be investigated promptly, thoroughly, and impartially, and appropriate corrective action will be taken where necessary.

**Responsibility**

All employees, management, and contractors share the responsibility for upholding this policy and fostering an inclusive and respectful work environment.

**Approved by:**

Hagit Gregory, Ed.D.

Founder / CEO, Training Innovations LLC

Date: September 1, 2023