



Equality and Disability Policy

At Cosmos International Training Institute (CITI), we are committed to promoting equality, diversity, and inclusion in all aspects of our operations. This Equality and Disability Policy outlines our commitment to providing equal opportunities and support for individuals with disabilities.

1. Equality and Diversity

1.1 **Commitment:** CITI is committed to creating an inclusive and welcoming environment where diversity is respected and celebrated.

1.2 **Non-Discrimination:** CITI does not tolerate discrimination on the basis of race, color, ethnicity, nationality, religion, age, gender, sexual orientation, marital status, or any other characteristic protected by law.

1.3 **Equal Opportunities:** CITI provides equal opportunities for all students, staff, and stakeholders, regardless of their background or circumstances.

2. Disability Support

2.1 **Accessibility:** CITI strives to ensure that all facilities, programs, and services are accessible to individuals with disabilities. Reasonable accommodations are provided to facilitate equal participation and access.

2.2 **Support Services:** CITI offers support services and accommodations to students and staff with disabilities to ensure they can fully participate in educational activities and employment opportunities.

2.3 **Communication:** CITI communicates openly and transparently with individuals with disabilities to understand their needs and provide appropriate support and accommodations.

3. Training and Awareness

3.1 **Training Programs:** CITI provides training programs and resources to raise awareness and educate students and staff about equality, diversity, and disability inclusion.

3.2 **Sensitivity and Respect:** CITI promotes a culture of sensitivity, respect, and empathy towards individuals with disabilities, fostering an environment of understanding and support.

4. Compliance and Review

4.1 **Legal Compliance:** CITI complies with all applicable laws and regulations related to equality, diversity, and disability rights, including the Rights of Persons with Disabilities Act, 2016 in India.

4.2 **Review:** This Equality and Disability Policy is reviewed periodically to ensure its effectiveness and compliance with relevant legislation and best practices. Updates and improvements are made as necessary.

5. Contact Information

For inquiries or concerns regarding equality, diversity, or disability support, please contact:

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Managing Director

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