COACHING-POWERED LEADER: COACH EDITION (ICF LEVEL 1)

Disability, Non-Discrimination and DEIJ Statement

General disability policy

Lead as Coach (LeadasCoach OÜ) supports individuals with disabilities and is committed to providing access to reasonable accommodations. Lead as Coach prohibits discrimination based on disability and ensures equal opportunity for all qualified individuals with disabilities, in line with applicable laws.

Individuals with questions about this policy, or who wish to request an accommodation, should contact Lead as Coach at support@leadascoach.com.

Lead as Coach cannot accommodate learning or physical disabilities at this time. Individuals with questions about this policy should contact Lead as Coach at support@leadascoach.com.

DEIJ statement

The ICF Global Board of Directors approved the ICF Statement of Diversity, Inclusion, Belonging and Justice in July 2020. Staff and volunteer leaders from ICF's family organisations subsequently cosigned the statement. This statement of principles reflects a position ICF invites every ICF Member, Credential-holder and accredited provider to subscribe to.

ICF Members and Credential-holders live and work in more than 140 countries and territories. ICF is a global community committed to the shared vision of making coaching an integral part of a thriving society. Its mission is to lead the global advancement of coaching. To do this, we must reflect on our blind spots and be aware of opportunities for improvement. We cannot ignore the challenges many coaches and coaching clients face due to systemic community problems.

As members of the ICF community, we ascribe to the core values of integrity, excellence, collaboration and respect. The foundation of these values is a shared commitment to diversity, inclusion, belonging and justice. We place these at the forefront of every decision we make, and we value the unique talents, insights and experiences every coach and client brings.

Non-discrimination policy

It is the policy of Lead as Coach (LeadasCoach OÜ) that:

- Recruitment and hiring of all personnel are conducted without discrimination against any individual concerning race, age, religion, colour, creed, national origin, gender, sexual orientation, gender identity, marital status, disability or veteran status.
- All staff and personnel will not discriminate against any employee or participant on any of these grounds.
- All individuals are welcome to participate regardless of race, age, religion, colour, creed, national origin, gender, sexual orientation, gender identity, marital status, disability or veteran status.
- All employees, participants and others should be able to enjoy an environment free of discrimination and harassment. We do not and will not tolerate conduct by any employee, participant, volunteer, contractor, visitor or vendor that unreasonably interferes with an individual's ability to learn in a welcoming environment.

Participants who wish to report discrimination are encouraged to follow our Grievance Policy. Lead as Coach will promptly investigate all claims and reports of inappropriate conduct.