



Think Small is dedicated to providing high-quality educational training to our clients while upholding principles of equality, diversity, and inclusion. We are committed to creating a learning environment that is free from discrimination, harassment, and bias of any kind. This anti-discrimination policy outlines our organization's commitment to promoting a culture of respect, dignity, and fairness in all educational training provided to our clients.

The purpose of this policy is to ensure that all clients participating in educational training provided by Think Small are treated with respect and fairness, regardless of their race, color, ethnicity, national origin, religion, gender, sexual orientation, gender identity, age, disability, or other protected characteristic. We aim to create an inclusive and supportive learning

environment offered by Think Small to clients, including workshops, eLearnings, webinars, summits, and other learning opportunities. It applies to all staff members, volunteers, contractors, and instructors involved in the creation and/or delivery of educational training, as well as to all clients who participate in these trainings.

Nondiscrimination

Think Small does not discriminate against clients on the basis of race, color, ethnicity, national origin, religion, gender, sexual orientation, gender identity, age, disability, or any other protected characteristic in the provision of educational training.

Equal Access

All clients have the right to equal access to educational training provided by Think Small regardless of their background, identity, or status. We are committed to providing reasonable accommodations to ensure that clients with disabilities or special needs can fully participate in our training.

Respectful Treatment

We expect all staff members, volunteers, contractors, and instructors involved in the creation and/or delivery of educational training to treat clients with respect, dignity, and courtesy at all times. Discriminatory language, behavior, or actions will not be tolerated.

Inclusive Curriculum – Think Small is committed to developing and delivering educational training that is inclusive and culturally responsive. We strive to incorporate diverse perspectives, experiences, and voices into our curriculum to ensure all clients feel represented and valued.

Reporting Procedures

