



General Disability Policy

Ascent Vision International Limited supports individuals with disabilities and is committed to providing disabled individuals access reasonable accommodations. In addition, Ascent Vision International Limited prohibits discrimination on the basis of disability and ensures equal opportunity for all qualified individuals with disabilities. Ascent Vision International Limited is committed to providing reasonable accommodations in compliance with all local, state/territory, and federal laws. Individuals with questions about this policy, or who wish to request accommodation should contact (name and contact information).

We Accommodate Learning Disability

Our goal is to create a learning environment which meets the needs of each individual student. We are able to accommodate a variety of learning disabilities to make our program more accessible.

Please contact hehuan.cai@ascent-vision.com before enrolling to determine if your needs can be met.

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 six family organizations subsequently cosigned the statement. This statement of principles reflects a position we invite 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 vibrant global community committed to the shared vision of making coaching an integral part of a thriving society. Our 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 that many coaches and coaching clients face due to systemic problems in their communities.

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 will place diversity, inclusion, belonging and justice at the forefront of every decision we make within our Association. As we continue the journey toward our vision, we will recommit ourselves to valuing the unique talents, insights and experiences that every coach and client brings to the world.

Non-Discrimination Policy

It is the policy of Ascent Vision International Limited that:

- Recruitment and hiring of all personnel is conducted without discrimination against any individual with regard to race, age, religion, color, 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 because of race, age, religion, color, creed, national origin, gender, sexual orientation, gender identity, marital status, disability, or veteran status.
- All individuals are welcome to participate regardless of race, age, religion, color, creed, national origin, gender, sexual orientation, gender identity, marital status, disability, or veteran status.
- All employees, students, and other participants should be able to enjoy an environment free of discrimination and harassment. This includes, but is not limited to, discrimination or harassment in the areas of race, age, religion, color, creed, national origin, gender, sexual orientation, gender identity, marital status, disability, or veteran status. Our organization does not and will not tolerate conduct by any employee, student, volunteer, contractor, visitor, or vendor which unreasonably interferes with an individual's ability to learn in a welcoming environment.

Participants who wish to report discrimination are encouraged to follow the grievance policy outlined below. Ascent Vision International Limited will promptly investigate all claims and reports of inappropriate conduct.

一般残疾政策

睿明国际有限公司支持残疾人 x，并致力于为残疾人提供服务，个人可以获得合理的便利条件。此外，睿明国际有限公司禁止基于残疾的歧视，并确保所有合格的残疾人享有平等的机会。睿明国际有限公司致力于根据所有地方、州/地区和联邦法律提供合理的便利。对此政策有疑问的个人，或希望要求便利条件的个人应联系 hehuan.cai@ascent-vision.com。

能够照顾学习障碍者：

我们的目标是创建一个学习环境，以满足每个学生的需要。我们能够适应各种学习障碍的需求，使我们的项目更加方便。

请在注册前联系 hehuan.cai@ascent-vision.com，以确定是否可以满足您的需求。



DEIJ 声明

ICF 全球董事会于 2020 年 7 月批准了 ICF 的多样性、包容、归属和司法声明。ICF 六个家庭组织的工作人员和志愿者领导人随后共同签署了该声明。这一原则声明反映了我们邀请每一位 ICF 成员、证书持有人和经认证的提供者认同的立场。

ICF 成员和证书持有人居住和工作在 140 多个国家和地区。ICF 是一个充满活力的全球社区，致力于使教练成为一个繁荣社会的重要组成部分。我们的使命是领导教练事业的全球发展。要做到这一点，我们必须反思我们的盲点，并意识到改进的机会。我们不能忽视许多教练和教练客户由于其社区中面临的系统性问题而面临的挑战。作为 ICF 社区的成员，我们赋予我们正直、卓越、协作和尊重的核心价值观。这些价值观的基础是对多样性、包容、归属感和正义的共同承诺。

我们将把多样性、包容、归属感和正义放在我们在协会中做出的每一个决定的最前沿。随着我们继续实现我们的愿景，我们将重新开始重视每一位教练和客户为世界带来的独特才能、洞察力和经验。

非歧视政策

睿明国际有限公司的政策是：

- 所有人员在种族、年龄、宗教、肤色、信仰、国籍、性别、性取向、性别身份、婚姻状况、残疾或退伍军人身份方面不歧视任何个人。
- 所有工作人员和工作人员不会因种族、年龄、宗教、肤色、信仰、国籍、性别、性取向、性别认同、婚姻状况、残疾或退伍军人身份而歧视任何雇员或参与者。
- 无论种族、年龄、宗教、肤色、信仰、国籍、性别、性别、性取向、性别认同、婚姻状况、残疾或退伍军人身份如何，都欢迎所有人参加。
- 所有的员工、学生和其他参与者都应该能够享受到一个没有歧视和骚扰的环境。这包括但不限于在种族、年龄、宗教、肤色、信仰、国籍、性别、性取向、性别认同、婚姻状况、残疾或退伍军人身份等方面的歧视或骚扰。我们的组织不会也不会容忍任何员工、学生、志愿者、承包商、访客或供应商不合理地干扰个人在受欢迎的环境中学习的能力。

我们鼓励希望举报歧视行为的参与者遵守以下申诉政策。睿明国际有限公司将迅速调查所有有关不当行为的申诉和报告。

