Equality, Diversity, & Inclusion Policy

NIST Global is committed to fostering a supportive, inclusive, and respectful learning environment for all learners enrolled in our international safety courses and corporate bespoke training programs. We aim to promote diversity, eliminate discrimination, and ensure equality of opportunity across all learning modes.

This policy demonstrates NIST Global's commitment to providing learning access without discrimination. No learner will be treated unfavourably based on:

- Age
- Disability
- Gender identity or expression
- Pregnancy or maternity
- Marriage or civil partnership
- Race, ethnicity, colour, nationality, or national origin
- Religion or belief
- Sex or sexual orientation
- Socio-economic background
- Learning needs or accessibility requirements
- Any other protected characteristic

All decisions related to assessment, support, and certification will be fair, unbiased, and based solely on merit and demonstrated competence.

Equality of Opportunity

NIST Global ensures that all learners have equal opportunity to participate fully and succeed in training programs by providing:

- Equal access to learning, resources, assessments, and support services.
- Fair treatment for all learners, including transgender persons, persons with disabilities, neurodivergent learners, and others requiring tailored support, in accordance with applicable laws
- Clear, unbiased, and consistent decision-making in all aspects of learning and assessment.

Valuing Diversity

NIST Global values and promotes diversity across its learner community by:

- Recognising and welcoming differences in identity, culture, nationality, language, experience, and perspectives.
- Encouraging respectful inclusion of diverse views and examples in discussions, activities, and assessments.

- Expecting trainers to be responsive to learner diversity and to adapt their delivery so that all learners can engage meaningfully.

Inclusive Learning Delivery

To ensure inclusiveness in global learning environments, NIST Global ensures that:

- Trainers use clear and culturally neutral communication so learners from different countries can understand the content.

- Delivery methods are adapted by adjusting pace, simplifying terminology, using global examples, and avoiding region-specific jargon.

- Additional explanations or alternate formats are provided when learners face language or comprehension challenges.

- Training is conducted with cultural sensitivity, ensuring every learner feels included and respected.

NIST Global Commitments to Equality, Diversity & Inclusion

To uphold Equality, Diversity, and Inclusion in all training programs, NIST Global commits to:

- Creating a learning environment where the perspectives and backgrounds of all learners are respected and valued.

- Ensuring respectful, culturally sensitive interactions between trainers and learners.

- Maintaining a zero-tolerance stance toward discrimination, harassment, or intimidation in any learning setting.

- Providing equal access to learning support, assessments, development opportunities, and progression pathways.

- Offering clear channels for learners to raise concerns related to fairness, discrimination, or bias, with timely corrective action.

- Continuously reviewing training and assessment practices to ensure fairness, inclusivity, and global accessibility.

Communication of Policy

This Equality, Diversity & Inclusion Policy will be shared with all learners, trainers, and stakeholders involved in NIST Global's training programs. All participants are expected to uphold the principles of equality, diversity, and inclusion throughout the learning process.

Signed by **Chairman & MD**   Effective Date: 27th Nov 2025

Mr Antony Selvaraj