

Statement on Disability, Discrimination, Diversity, Equity, Inclusion & Justice

At Vedadrama, we are committed to fostering a workplace and learning environment that values and celebrates diversity, equity, inclusion, and justice. We believe that a diverse and inclusive environment is essential for the overall success of our organization.

Vedadrama aims at providing a high quality, fair and equitable learning environment for its learning community, in compliance with local, state and central government laws of India.

Vedadrama firmly stands against discrimination or bias of any kind, either during enrolment or participation and endeavors to ensure equal opportunity to all qualified individuals to join its programs.

Statement on Disability

While following a strict policy of not holding any bias towards or against prospective participants during the enrolment process or enrolled cohort members, at this point the courses offered by Vedadrama are not able to accommodate learning and / or physical disabilities.

Vedadrama is committed to providing reasonable accommodations in compliance with all Indian Law.

DEIJ Statement

Vedadrama's policy mandates that recruitment / hiring and enrollment for its courses is conducted without discrimination on account of race, age, religion, color, creed, national origin, gender, sexual orientation, gender identity or marital status.

All stakeholders - employees, faculty, consultants, students and vendors should be able to engage and learn in an open and equitable environment without discrimination and harassment including, but not limited to race, age, religion, caste, color, creed, national origin, gender, sexual orientation, gender identity, marital status, etc.

Vedadrama does not and will not tolerate discrimination / harassment of any kind in any interactions falling within the purview of the organization's learning processes.

Participants who wish to report discrimination/harassment are encouraged to follow the grievance policy outlined in the Grievance Management Policy.

Vedadrama will promptly investigate all claims and reports of inappropriate conduct.

Questions about the DEIJ policy can be sent to cdo@vedadrama.com

Implementation:

To ensure awareness and inculcation of the organization's policy toward inclusiveness, fairness and justice, employees and facilitators of Vedadrama are provided an orientation to:

- The ICF DEIJ statement
- The Vedadrama DEIJ statement
- Key terms in DEIJ as per [ICF Coach Training Resource Guide on Diversity and Inclusion for Coach Trainers & Educators](#),
- Key competencies and their definitions as per [ICF Coach Training Resource Guide on Diversity and Inclusion for Coach Trainers & Educators](#)
- Professional and ethical alignment of Coaching with Social Justice
- Cognitive Biases and Strategies to overcome them
- Appreciating systemic blind spots and opportunities for improvement.

Individuals with questions about this policy, or who wish to request accommodation should contact Rashmi Datt, Chief Executive Officer, vedadrama at ceo@vedadrama.com