

Disability Discrimination and Accommodation Policy [Updated June 2024]

Purpose: This policy aims to promote equal opportunities and fair treatment for individuals with disabilities within The ABA Collective, LLC, across all certification programs including OBM Coaching Certification, Behavioral Marketing Specialist Certification, and Compassionate Care Specialist Certification. It prohibits discrimination based on disability and outlines procedures for providing reasonable accommodations.

Scope: This policy applies to all employees, applicants, customers, clients, visitors, and participants in certification programs or related activities.

Prohibition of Discrimination: The ABA Collective, LLC prohibits discrimination against individuals with disabilities in any aspect of its operations or programs. This includes:

- Refusing reasonable accommodations to qualified individuals.
- Harassing or retaliating against individuals with disabilities.
- Failing to provide equal opportunities or access to programs and facilities.

Request for Accommodation: Requests should be submitted via email to info@theabacollective.com, handled with confidentiality and promptness.

Types of Accommodations: May include, but are not limited to:

- Modifications to participation and learning expectations.
- Provision of assistive technology.
- Adjustments to policies or learning formats.

Cost of Accommodation: The organization will bear costs unless undue hardship is demonstrated.

Compliance and Enforcement: Violations of this policy may lead to disciplinary action.

Contact Information: For inquiries or concerns, contact info@theabacollective.com.

Approval: This policy is effective as of January 1, 2024, by The ABA Collective, LLC.