



Disability Discrimination Policy

Effective Date: 09th March 2024

Revision Due Date: 8th March 2025

Online Disability Discrimination Policy

1. Purpose

MCFM Global Academy is committed to providing a barrier-free educational environment and promoting inclusivity and accessibility in its online courses and resources. This policy aims to prevent discrimination on the basis of disability within our virtual campus, supporting the rights of all students, faculty, and staff to participate fully in our educational offerings.

2. Scope

This policy applies to all online operations and programs of MCFM Global Academy, including, but not limited to, online courses, webinars, virtual campus activities, and use of the academy's digital platforms and websites. It covers all online learners, employees (both full-time and part-time), contractors, and any participants in academy-sponsored virtual activities.

3. Definitions

Disability: A physical or mental impairment that substantially limits one or more major life activities. This includes conditions that affect mobility, cognition, vision, hearing, and neurodiversity among others.

Discrimination: Any action that directly or indirectly excludes, disadvantages, or differentiates an individual based on their disability in the context of online or digital environments.



4. Anti-Discrimination Commitment

MCFM Global Academy strictly prohibits discrimination against individuals with disabilities in its online environments. This includes discrimination in:

- Admissions to online programs.
- Employment opportunities for remote positions.
- Accessibility and usability of online platforms and resources.
- Participation in virtual campus activities and online learning communities.

5. Reasonable Accommodations

MCFM Global Academy is dedicated to making reasonable accommodations to ensure that all online content and activities are accessible to individuals with disabilities.

These accommodations may include, but are not limited to:

- Providing captioning for videos and live events.
- Ensuring that online platforms are compatible with assistive technologies like screen readers.
- Offering materials in accessible formats (e.g., PDFs that are optimised for screen readers).
- Flexibility in assessment timelines based on individual needs.

6. Procedures for Requesting Accommodations

Individuals who require accommodations are encouraged to contact the Academy Administration Team at Info@mcfmgacademy.com. Requests for accommodations should be made as early as possible to ensure that appropriate arrangements can be made. The administrative team will evaluate requests confidentially and engage with individuals to understand their specific needs.



7. Complaints and Grievances

If any member of the academy feels they have been subjected to discrimination based on disability, they may file a complaint with the administration team. The complaint will be investigated promptly and handled confidentially. Retaliation against individuals who file complaints is strictly prohibited.

8. Training and Awareness

MCFM Global Academy will provide regular training sessions for subject matter experts and staff on disability awareness and the importance of creating an inclusive online environment. Training will also cover the use of accessible technologies and best practices for online teaching.

9. Policy Review

This policy will be reviewed annually to ensure its effectiveness and to incorporate new technological advancements that may facilitate better accessibility and inclusion.

This policy outlines MCFM Global Academy's commitment to preventing disability discrimination in its online education environment, ensuring that all participants have equal access to learning opportunities.