Equality and Diversity Policy

Amsterdam HSE International Academy (AHIA) — learner and quality policy

Organisation	Amsterdam HSE International Academy (AHIA), legal entity Dienstverlening AB B.V.
KvK / VAT	65457609 / NL856120558B01
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Version / issued	1.1 / 28 November 2026 (first issued 1 October 2026)
Next review	October 2027, or sooner after a change in law, awarding body rules or a serious incident

1. Purpose and scope

AHIA treats every learner, applicant, trainer and staff member fairly and with respect, and makes sure no one is disadvantaged in access to training, assessment or certification.

This policy applies to all staff, trainers, associates, invigilators and learners of AHIA, for online, classroom and in-company courses, including qualifications certified by the awarding bodies AHIA works with.

2. Commitment

AHIA does not discriminate on the grounds of age, sex, gender identity, race, nationality, ethnic origin, religion or belief, disability, sexual orientation, marital or civil partnership status, pregnancy or maternity. AHIA follows the Dutch Equal Treatment Act (Algemene wet gelijke behandeling) and the UK Equality Act 2010 principles required by UK awarding bodies.

3. In practice

- Admission is based only on the published entry requirements of each course.
- Course materials, examples and assessments are checked to be free of bias and stereotypes.
- Trainers use clear UK English and check understanding, so learners with English as a second language are not disadvantaged.
- Reasonable adjustments are offered under the Reasonable Adjustments and Special Considerations Policy.
- Online sessions are scheduled across time zones where possible, so learners from different regions can take part.
- Trainers and staff are recruited and paid on merit and competence.

4. Breaches and monitoring

Discrimination, harassment or bullying is not accepted and is handled under the Complaints Policy. It may lead to removal from a course or the end of a contract. The Head of Centre reviews learner data, feedback and results every year to identify any group that is disadvantaged, and takes action.

5. Responsibility and review

The Head of Centre owns this policy, makes sure every trainer and staff member has read it, publishes it to learners on www.ahia.nl, and reviews it every 12 months.

6. Approval

Name	Johannes (Hans) Schellevis
Position	CEO and Head of Centre
Status	Approved. Signed original held on file at AHIA.
Date	28 November 2026