MindCog Productions, LLC

Anti-Discrimination Policy

Policy Statement

MindCog Productions, LLC is committed to fostering an inclusive, respectful, and equitable learning environment. We strictly prohibit discrimination based on race, color, ethnicity, national origin, religion, gender, sexual orientation, gender identity, age, disability, veteran status, or any other protected characteristic as defined by federal, state, or local laws.

This policy applies to all participants, instructors, staff, and stakeholders involved in our Continuing Education/Training (CE/T) programs. We believe that a diverse and inclusive educational environment enhances learning outcomes and strengthens our commitment to excellence in dementia care training.

Implementation & Awareness

1. ### Communication to Learners
    - The anti-discrimination policy is included in:
        - Our website and learning platform
    - Acknowledgment of this policy is required during the registration process to ensure all learners understand their rights and responsibilities.

2. ### Awareness for Employees & Contractors
    - All employees and contractors engaged in MindCog Productions, LLC's programs must:
        - Review and acknowledge the anti-discrimination policy as part of their onboarding process.
        - Adhere to the policy in all interactions with learners and colleagues.

3. ### Addressing Violations
    - Any concerns or complaints regarding discrimination are taken seriously.
    - Discrimination concerns can be sent to the Responsible Officer at contact@dementiamastermind.com and will be handled within two business days.
    - Investigations are conducted objectively, fairly, and in accordance with applicable laws.

Commitment to Equity & Inclusion

At MindCog Productions, LLC, we recognize that a supportive and respectful learning environment is essential to effective education. By implementing and upholding this anti-discrimination policy, we ensure that all individuals have equal access to high-quality dementia education without fear of bias or exclusion.