



## **10.0 QABA Non- discrimination, ADA Policy, No Retaliation**

### **10.1 Non-discrimination Policy**

It is the policy of QABA® to maintain an online credentialing environment free of all forms of unlawful discrimination. QABA® will not discriminate against applicants, candidates or ABATs® on the basis of race, color, gender (including gender identity and gender expression), religion, age, marital status, registered domestic partner status, disability, socioeconomic or ethnic background, sexual orientation, genetic information, veteran status or national origin, or any other characteristic protected by applicable statute. The discrimination precluded by this policy includes any discrimination against an individual because that individual is perceived to have any of the foregoing characteristics or is associated with a person who has or is perceived to have any of the foregoing characteristics.

QABA® will only gather the personal information necessary to process payment, authenticate identify, and request background checks along with other related tasks for the ABAT™ credentialing process.

All QABA® board members will be required to sign and date a non-discrimination policy prior to being elected or appointed as board members as evidence that they are aware of this policy. The original signed form will be maintained in the board member's personnel file located in QABA® central office in Buellton, California.

### **10.2 ADA Policy**

To accommodate disabilities, QABA® has ensured that the latest technology is embedded in the LMS and available to our exam candidates, including text to speech features and zoom capabilities.

Candidates may also request special accommodations. The application for special accommodations can be found here: [http://www.qababoard.com/QABA™ - accommodations.html](http://www.qababoard.com/QABA™-accommodations.html).

Any candidate who believes that he or she has been discriminated against unlawfully should bring any complaint to the custodian of records of the QABA® Board. Complaints may be lodged in writing or in person. Persons who file complaints will be advised, as is appropriate, regarding any investigation, action or resolution of the problem. These complaints will be forwarded to the QABA® Credentialing Board's Executive Director.

The QABA® Credentialing Board will not tolerate any form of discrimination and will take appropriate disciplinary action, including possibly termination, of any person determined to have engaged in unlawful conduct under this policy



### **10.3 No Retaliation**

The QABA® will not retaliate nor discriminate against any employee or candidate because he or she has opposed any unlawful employment practice or filed a charge of employment discrimination, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing related to employment practices.