

# Charter of commitment to accessibility in training for people with disabilities

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This charter defines the commitment of the AMARANTE Académie SARL training organisation to developing the accessibility of its training offer for people with disabilities.

It complies with French Law No. 2005-102 of 11 February 2005 on 'equal rights and opportunities, participation and citizenship for people with disabilities', which sets out the principle of general accessibility, integrating all disabilities, whether physical, visual, auditory or mental.

## Part 1: Objectives

AMARANTE Académie SARL, a training organisation specialising in risk management and a subsidiary of the AMARANTE International group, is actively committed to inclusion and to taking into account the specific needs of people with disabilities.

Our aim is to ensure that everyone has fair access to our training services under the best possible conditions. We aim to promote a culture of welcoming and recognising individual differences, thus ensuring equal access to our training courses.

AMARANTE Académie mobilises all its human, material and teaching resources to offer an adapted and enriching training experience for people with disabilities.

## Part 2: Our commitments

As a training organisation, AMARANTE Académie is committed to :

- Welcoming all eligible people without discrimination, in accordance with the criteria defined by law, by offering tailor-made facilities for each situation encountered;
- Adapting our training methods and materials, as well as our learning environment, to best meet the individual needs of people with disabilities;
- Train and raise awareness among our team (trainers, technical and administrative

staff) of the issues involved in welcoming and supporting people with disabilities, by developing greater awareness and skills in these areas;

- Check our accessibility indicators.

## Part 3: Details of commitments

### Welcoming:

AMARANTE Académie offers a personalised welcome to trainees, taking into account their specific needs in accordance with the law of 11 February 2005. This reception, which is adaptable (telephone, e-mail, videoconference), aims to assess the compatibility between the trainee's training project and their disability, proposing adjustments or redirection if necessary.

### Implementation:

AMARANTE Académie undertakes to make specific adaptations according to the disability situation, in particular by:

- Mobilising a disability advisor who is qualified to assist people with disabilities;
- Referral to specialist organisations such as Agefiph, Cap Emploi, MDPH and FIPHFP;
- The provision of a team dedicated to providing support throughout the training course;
- Adapting training methods: pace, duration of training, methods, teaching aids, etc;
- Selection of training sites accessible to people with disabilities.

### Disability Referent :

AMARANTE Académie has a contact person for disability-related issues. This person is the main point of contact for any questions relating to the reception and implementation of your training. The role of the disability advisor is defined in a job description known to the entire team and is supported by management. They work closely with the teaching and administrative teams. Each participant in a training course organised by AMARANTE Académie receives his/her contact details.

You can contact them by e-mail at [daniel.tshituka@amarante-academie.com](mailto:daniel.tshituka@amarante-academie.com).

### Mobilising the team:

AMARANTE Académie mobilises its teams to make a full, long-term commitment to :

- Continually working to make our training courses more accessible;
- Providing a network of specialised trainers;

- Maintaining an active watch on resources and innovations in the field of disability support;
- Raising awareness, continuously improving and developing the skills of our employees in relation to these issues.

**List of accessibility indicators:**

- The commitment charter is circulated among the teams and learners;
- A disability advisor is appointed and trained in disability issues;
- The tasks of the disability advisor are defined in a job description;
- The disability advisor works closely with the teaching and administrative teams;
- AMARANTE Académie displays the contact details of the disability advisor in the welcome booklets;
- Teaching teams are aware of the obligation to offer adaptations in terms of duration, pace, methods and teaching aids to meet the needs of people with disabilities..