

Accessibility and Reasonable Accommodation Policy 01/2026

Introduction

Learnmera Oy aims to make its services, projects and outputs accessible to as many people as possible, including persons with disabilities, chronic illnesses or other specific needs.

1. Purpose

This policy sets out how we will work to remove barriers and provide reasonable accommodations in our activities.

2. Scope

Applies to:

- Training and learning activities
- Online and in-person events
- Digital content and project outputs
- Recruitment and employment

3. Commitments

Learnmera will:

- Encourage participants and staff to share accessibility needs in advance in a confidential way.
- Consider reasonable adjustments such as adapted materials, flexible timing, online participation or support persons.
- Strive to use venues with step-free access and accessible facilities when we organise events.
- Follow basic accessibility principles in digital content (clear language, contrast, captions where feasible, structured documents).

4. Decision-making on accommodations

- Requests for accommodations will be considered individually, taking into account effectiveness, feasibility and proportionality.
- Where a requested adjustment cannot be provided, we will discuss alternative solutions with the person concerned.

5. Monitoring and review

Feedback on accessibility will be collected where possible and used to improve future activities and materials.