GCCC Certification Policies

Policy Name:	Fairness, Equal Opportunity, and Non-Discrimination Policy	
Date of Last Revision:	05/2025	
Approval Date:	06/2025	
Effective Date:	06/2025	Version: 1

Purpose
The Global Communication Certification Council (GCCC) is committed to fairness, equal opportunity, and non-discrimination in all certification activities. This policy ensures that all applicants, candidates, and certificants are treated impartially, equitably, and without bias throughout the certification lifecycle.

Policy Statement
The GCCC and IABC adhere to principles of fairness and due process and affirm equal opportunity for all individuals. Discrimination and bias of any kind are strictly prohibited.

Fairness in Certification Activities
The GCCC ensures that all certification activities are conducted with integrity and impartiality by:
- Establishing and publishing clear, objective, and transparent eligibility requirements
- Reviewing applications and eligibility consistently and equitably
- Administering exams impartially, with appropriate accommodation provided in compliance with applicable laws
- Applying consistent, standardized and objective criteria for certification decisions and recertification requirements
- Offering clear, accessible processes for handling appeals, disputes, or complaints
- Protecting all participants from discrimination or unfair treatment at every stage of certification

Responsibilities
All GCCC members, staff, and volunteers are responsible for upholding this policy and modeling its principles. The GCCC Certification Council is responsible for oversight and ensuring compliance. This policy is publicly available on the GCCC website and reviewed annually to ensure alignment with global best practices, ethical standards and applicable laws.

Supersession
This policy replaces and supersedes the 2019 Discrimination Policy. All references to the previous policy should be considered to refer to this updated Fairness, Equal Opportunity, and Non-Discrimination Policy.