AI CERTs Impartiality and Fairness Policy

1. Purpose

In alignment with **ISO/IEC 17024:2012**, AI CERTs is committed to upholding impartiality in certifying individuals against specific requirements. The **AI CERTs** ensures that the certification process is objective, fair, and transparent. To maintain accreditation and industry standards, AI CERTs is dedicated to documenting its structure, policies, and procedures that guarantee impartiality throughout all certification activities. This Impartiality and Fairness Policy outlines the framework to achieve these objectives.

2. Definition

Impartiality refers to objectivity in decision-making without bias, preference, or favoritism. AI CERTs is committed to ensuring that certifications are awarded based solely on objective evidence. The principles of impartiality provide guidance for decisions, particularly in unforeseen circumstances.

To maintain impartiality, AI CERTs is committed to:

- **Fairness** – Providing equal opportunity for all candidates in the certification process.

- **Validity** – Ensuring assessments measure what is required by the certification scheme.

- **Reliability** – Maintaining consistency across examination processes.

- **Appeals & Complaints** – Addressing appeals and complaints fairly and transparently.

3. AI CERTs' Legal Standing

The **AI CERTs)** operates under **AI CERTs DBA Sarder INC**, incorporated under the Companies Act, and is responsible for all certification-related aspects.

4. Commitment to Impartiality

AI CERTs strives to offer relevant, skill-verified certifications. The certification process identifies, manages, and mitigates risks to impartiality. AI CERTs does not permit any external influence, ensuring decisions are based solely on merit.

Key commitments include:

- No discrimination based on gender, sexual orientation, race, or physical ability.

- Neutrality in all certification activities.

- Equal treatment of all candidates, regardless of their background or prior training.

- Transparency in processes, ensuring that all decisions are made based on objective evidence.

5. Impartiality Implementation

The implementation of impartiality involves:

1. **Risk Identification and Monitoring** – Regularly assessing risks to impartiality.

2. **Risk Mitigation** – Taking appropriate actions to mitigate identified risks.

3. **Ongoing Monitoring** – Ensuring continued compliance through regular reviews.

6. Handling Threats to Impartiality

AI CERTs periodically reviews and adjusts policies to prevent conflicts of interest. In the event of a potential conflict, AI CERTs engages external auditors to ensure the integrity of certification decisions.

7. Steps to Ensure Impartiality

- **Job Analysis** – A detailed study is conducted to define the roles and tasks relevant to certification.

- **Examination Specifications** – Based on the job analysis, a detailed examination specification is developed.

- **Question Development** – A panel of subject matter experts develops certification questions aligned with the task analysis.

- **Examination Validity** – The examination platform is tested to ensure accurate results.

8. Fairness Policy

AI CERTs commit to fair, transparent, and reliable certification processes for all candidates. This includes:

- Equal opportunity, irrespective of background, gender, or ability.

- Certification materials available in multiple languages (English as the main medium initially).

- Compliance with international disability laws, ensuring that candidates with disabilities receive necessary accommodation.

Special Accommodations are provided for candidates with disabilities, and requests are evaluated on a case-by-case basis, ensuring fair treatment and equal opportunity.

9. Conclusion

AI CERTs is committed to maintaining high standards of impartiality and fairness in all certification activities. It continuously identifies, monitors, and addresses risks to impartiality to ensure the integrity of its certifications. AI CERTs adhere to a strict ethical, social, and moral code of conduct, ensuring fairness and equality for all candidates.