

AMANI Birth Paradigm

Welcome to AMANI Birth Training

We are pleased to have your attendance at the 21-hour training for certification as an AMANI Childbirth Educator and/or Doula. Your training will prepare you to teach natural birth and to assist families in obtaining the best birth possible, *insha'Allah*. You have been carefully selected for participation in this program and we are honored to have you. We pray that our joint efforts will be pleasing to Allah and of benefit to the *Ummah*. We value your perspective and request your feedback regarding your training or any other aspect of AMANI Birth affiliation or operations. Please keep in close contact and help us to grow the AMANI Birth name and program. Our affiliates will be our key to success and we have faith in our decision to accept your application. It is with great pleasure that we welcome you to the AMANI Birth family.

Declaration of Principals

AMANI Birth is an Islamically based childbirth education and doula certification program designed to prepare professionals in the field of natural birth. Our primary goal is to teach trust in Allah first and foremost and that birth is a form of worship. We do not provide medical advice or services and recommend that all expectant parents seek out proper attendance for their birth. AMANI Birth Certified Childbirth Educators teach the following principles:

1. Allah is in control of all things.
2. Birth is a natural life event.
3. Birth is inherently safe.
4. The mother's role in maximizing birth's safeguards.
5. Trust in birth is trust in Allah.
6. Physiology of pregnancy.
7. Physical preparation for labor/birth.
8. The importance of good nutrition during pregnancy.
9. Natural techniques for labor pain.
10. The importance of avoiding drugs in pregnancy and labor.
11. Parental responsibility starts in pregnancy.
12. Birth consumerism is an obligation of good parenting.
13. Making informed decisions during pregnancy and birth.
14. Self-advocacy is a right and a responsibility in birth.
15. The birth experience matters for a lifetime.
16. Empowering women in birth.
17. Educating partners to support mothers in labor.
18. Breastfeeding is the best nutrition for babies.
19. Thanking Allah for the birth experience.
20. Trust in Allah's plan for our births and our lives.

AMANI Birth Organization Tasks

AMANI Birth will function in the following manner:

1. Train and certify teachers and doulas.
2. Set the criteria for professionalism and affiliation.
3. Refer inquiries to teachers in geographic proximity.
4. Publish or provide access to AMANI training materials.
5. Support affiliates in developing a positive brand image.
6. Creating an online presence for AMANI Birth.
7. Maintaining official AMANI Birth affiliate forums.
8. Authorizing or revoking use of brand name and materials.
9. Working towards greater public awareness.
10. Lobbying for official government recognition.
11. Seek feedback and input from affiliates.
12. Continually seek opportunities for improvement.

AMANI Birth Affiliation and Certification

Being affiliated with AMANI Birth is a privilege, not a right. Applications for affiliation will be carefully screened and considered before acceptance into the training program. Trainees must complete the entire 21-hour workshop and follow-up with the written academic work in the Canvas learning management system in order to become full affiliates of AMANI Birth. Fees for certification must be kept current and continuing education criteria must be met for annual recertification. Only affiliates who have completed all required training may use the initials "AMANI" after their name. This designation should be proudly displayed, once earned.

Providing Feedback

Please keep in close contact via email and always refer to your student number: info@AMANIBirth.com

AMANI Birth Book

As an AMANI Birth trainee, you are expected to purchase and read the most current edition of the AMANI Birth book. You should become familiar with the content and are encouraged to send suggestions for future edits (be they grammar, content, or philosophical). You are also encouraged to keep a supply of the book in stock to provide to your clients (childbirth students or doula clients), especially if you live in an area where it is difficult to find print versions. Copies can be ordered from the AMANI Birth website, found on Amazon and Kindle, and some local book stores.

AMANI Birth Student Workbook

If you plan to offer AMANI Childbirth Education Classes, you are required to provide a new student workbook to each expectant mother. It is strictly forbidden to provide a workbook to any person who is not registered as a student in your class. Photocopying of the book is also strictly forbidden. Please exercise utmost honesty and integrity with regards to the printed materials provided for AMANI Birth training purposes.

AMANI Birth Teacher's Guide

Please exercise the same care and respect for the AMANI Birth Teacher's Guide as the student workbook. This manual may not be photocopied or shared with any other person. All trainees will be provided their own original copies and are strictly forbidden to pass them to any other organization or individual (whether inside or outside the association).

Training Program Overview

Your AMANI Birth training journey consists of 10 parts:

1. Complete and submit the application for training online.
2. Upon acceptance, enroll in the workshop and pay fees.
3. Attend a 21-hour live workshop.
4. Complete required readings.
5. Submit required proof of readings.
6. Complete required references in your birth community.
7. Submit self-evaluations of one series of classes (for CBE).
8. Submit a self-evaluation for one doula birth (for doulas).
9. Complete a written exam at the end of the training period.
10. Submit the annual certification fee.

The AMANI Birth Family

Please remember that our first priority is to serve Allah (SWT). With that in mind, each of us should love our AMANI Birth sisters for the sake of Allah and want for our sisters what we want for ourselves. There are plenty of expectant mothers in the world and we needn't compete for their business. In fact, we encourage you to work with other affiliates in your area to provide the best match for expectant mothers. As the numbers of affiliates grow, parents should be offered a wide range of personalities and ethnicities to choose from when selecting their AMANI Birth Teacher and/or Doula. Although it is not required to set standard fees, it is advisable to work together in geographic locations to offer consistency and uniform services.

Letting Go of Control

We all have our ideals and biases about birth. Please remember that each woman owns her journey and we cannot travel it for her. Reach out to the other AMANI Birth affiliates to debrief your experiences, particularly when they do not go as you'd like.

Maintaining Personal Balance

AMANI Birth offers an opportunity to earn an income by participating in activities that you are most likely passionate about. We are excited to share your passion for natural birth and helping women during this time of their lives. We caution you to stay focused on Allah and your *deen* (religion) and this includes focus on your husband and family. We never want your affiliation or work with AMANI Birth to come between you and those things that are truly important in life and for *akhira* (heavenly life). None of us can do it all and knowing your limits and setting priorities is of utmost importance. We pray that you find great success and personal satisfaction in your affiliation with AMANI Birth and encourage you to find a healthy balance between your personal, professional, and spiritual duties.

Code of Ethics

The AMANI Childbirth Educator and Doula Code of Ethics apply to all affiliates and trainees of AMANI Birth, regardless if their certification or pursuits are as an AMANI Birth teacher or doula or both. It serves to provide our affiliates, and medical practitioners, and the families we serve with a basic understanding about exactly what our childbirth educators and doulas do and what they do not do. These documents include very specific information about AMANI's role in regards to providing emotional, physical, practical, and informational support. All AMANI trainees and affiliates sign the AMANI Birth Contract and agree to comply with the AMANI Birth Paradigm, Code of Ethics, and Standards of Practice. We aim to assure our clients and colleagues receive the highest standard of professionalism. Ask to see the affiliate's current official AMANI e-certification and verify its authenticity online.

Professional Conduct

I. Honesty & Integrity

AMANI Birth prides itself on providing truthful information in all circumstances and regarding all topics. This includes referencing current evidence-based information whenever possible, as well as being clear when statements are anecdotal or simply opinions. Our trainees and affiliates should maintain the highest standards of personal conduct in this regard and at any time they are representing themselves as a Childbirth Educator or Doula and acknowledge that their actions may be reflective of the organization in general and take care in all professional communications, whether formal or informal, spoken or in writing, or in any other format.

II. Competencies and Skills

AMANI Birth Trainees and Affiliates are required to complete an extensive training program in order to qualify for annual certification. We also encourage our affiliates to seek ever improving proficiency in the professional practice and functions of a Childbirth Educator and/or Doula, as applicable, by keeping updated on current research, seeking continuing education, maintaining affiliations with related organizations, and fostering good working relationships and associations with other childbirth educators and doulas in their community, whether inside or outside of the AMANI Birth organization.

III. Responsibilities to Clients

The childbirth educator and/or doula's primary responsibility is to the families served. We encourage clients to seek education in order to make informed decisions and to shop for care providers they trust. The AMANI Birth childbirth educator or doula will never make a decision for their clients and will only encourage personal decision making and self-advocacy with support for each individual family's needs and written birth plan.

IV. Client Confidentiality and Privacy

At no time should the AMANI Birth trainee or affiliate breach client confidentiality. Our premise is to respect the privacy of our clients and never disclose personal information in public or in private except with express consent of the clients themselves for the purpose of collaboration of care with other family members, AMANI Birth professionals, or members of the medical birth team, as deemed appropriate by the clients themselves.

V. Dependability and Reliability

AMANI Birth trainees and affiliates should assist each client seeking our support either by providing services or making referrals. When an agreement is made to work with a client, we have an obligation to do so reliably, without fail, for the term of the agreement. Fees set are determined by each individual trainee or affiliate and should be clearly stated along with what is and is not included, timing of payments, and refund policies if applicable.

VI. Responsibility to Colleagues

We have a duty to respect other professionals, whether inside or outside the organization. Our goal is to foster good faith between all disciplines for the best collaboration of services for our clients. Our trainees and affiliates should never speak poorly of any professional, whether other childbirth educator or doula or medical professional and should work privately to resolve any differences and keep any negative opinions to themselves.

VII. Overall Objective

AMANI Birth promotes the general health of women and their babies through educational information about what to expect, knowledge of options, and how to prepare for a healthy pregnancy, labor, and birth. Our doulas provide an additional layer of physical and emotional support during and immediately after labor and childbirth. We promote normal physiology with flexibility to adjust if complications arise. Healthy mother and baby always come first.

Standards of Practice

AMANI Birth Teachers provide education and practical preparation for pregnancy, labor, birth, and the immediate postpartum for both the mother and her chosen companion(s) based on the AMANI Birth Student Workbook and Teacher's Guide. All AMANI Birth students should be provided a new, color copy of the AMANI Birth Student Workbook in the language of their choice at no additional cost beyond the agreed upon class fee. AMANI Birth doulas accompany the family in labor, provide emotional and physical support, suggest comfort measures and provides support and suggestions for the companion(s). Our doulas strive to provide informational support, including explanation and discussion of practices and procedures, encouragement to ask questions and seek further information if needed and assistance in acquiring the knowledge necessary to make informed decisions about care, whether prenatally or during the labor and birth or immediate postpartum period if applicable.

Limited Scope of Practice

AMANI Birth teachers and doulas do not do anything clinical. We do not diagnose or prescribe treatments. All suggestions or information provided is for client research and consideration, with reference to seek advice of the care provider before application. In this regard, the AMANI Birth certification applies only to emotional, physical, and informational support. We never perform clinical or medical tasks, such as taking blood pressure or temperature, fetal heart tones, vaginal examinations, or postpartum maternal or infant clinical care and we do not provide emergency or lifesaving care of any kind. Doulas do not make decisions for parents and never act as a medical or primary care provider in any way, whether prenatally, during the labor or birth, or during the postpartum period. [NOTE: If the AMANI Birth trainee or affiliate has qualifications in medical or alternative or complementary modalities (such as physicians, midwives, nurses, physical therapists, emergency medical technicians, homeopathy, aromatherapy, massage therapy, placenta encapsulation, etc.), s/he must make it very clear to the clients and others that those modalities are an additional service, outside of the AMANI Birth scope of practice.]

Advocacy

AMANI Birth trainees and affiliates are not advocates for their clients and should never challenge the medical professionals. They do, however, encourage the mother and her husband to advocate for themselves by doing research, asking questions, and seeking additional information, while keeping focused on reminding and supporting all persons involved in care of the wishes as expressed in the birth plan. We also help the family incorporate changes in plans if, and when, the need arises and we work to enhance the communication between client and care provider. Clients and doulas recognize that our role does not include speaking on behalf of the client or making decisions for the client. We simply support, provide evidence-based information, and encourage the family to speak for themselves.

Referrals

For client needs beyond the scope of our practices, referrals are made to appropriate resources in the community. In the event of any unexpected inability to serve as planned, our trainees and affiliates will strive to back each other up and provide the services as promised to the client to the best of our abilities.

Continuity of Care

One of the benefits of working with an AMANI Birth trainee or doula is our efforts to provide continuity of care to our clients. Realizing that the medical team cannot always commit to being with the family throughout the labor and birth event, the AMANI Birth team makes every effort to arrange consistent presence for the clients we serve.

Discontinuing Service

Should any AMANI Birth trainee or affiliate feel a need to discontinue service to an established client, for any reason, it is their ethical responsibility to notify the client and arrange for a replacement, if the client so desires, as well as refunding any appropriate fees paid in consideration for services that have already been rendered. It is our goal to introduce or suggest another affiliate of AMANI or other provider in the community as appropriate for the situation.

Training and Experience

Completion of an AMANI Birth workshop is the first step in the process of training and certification. Childbirth educators and doulas certified by AMANI must complete all requirements set forth in the AMANI Paradigm, including academic activities and submissions, as well as "in-training" experience with supervisor feedback, and an extensive final exam. Certification is maintained annually by completing year-end continuing education requirements as announced and keeping affiliation fees current. Our trainees and affiliates must sign the AMANI Birth contract and agree to abide by the Paradigm, COE and SOP.

AMANI Birth

Training Agreement

AMANI Birth Copy

As an AMANI Birth trainee or certified affiliate, it is important that you understand the concepts and philosophies of AMANI Birth. There is room for individualism in your approach and teaching style (for childbirth educators), but the integrity of the brand must be protected and content of the material respected.

After completing the 21-hour workshop you will be assigned reading homework and will be required to submit written verification of your work. In order to be certified as an AMANI Birth Childbirth Educator, you will be required to submit a personal evaluation of your first series of classes. In order to be certified as an AMANI Birth Doula, you will be required to submit a personal evaluation of your first birth (or three labors if not able to attend the birth) as a doula.

By participating in training you understand and agree to the following:

1. My business as an AMANI Birth Certified Childbirth Educator and/or Doula is a self-employment venture.
2. I am not employed by AMANI Birth.
3. I am free to establish my own fees for my services as an AMANI Birth Certified Childbirth Educator and/or Doula, except where those services are provided in the premise of official AMANI Birth locations.
4. I am responsible for understanding and following the laws governing my business practice where I live, including payment of taxes or business licensing if required.
5. I have the freedom to create my own advertising and print or internet materials, however I agree to submit copies to AMANI Birth for sharing with other Certified Childbirth Educators and Doulas and my creative materials are free for use by anyone in the AMANI Birth organization in whole or in part (including website, online or printed flyers, brochures, newspaper/magazine ads, PDF, Power Point presentations, or any other material used to promote your services).
6. I agree not to photocopy or share AMANI Birth materials without written consent.
7. I agree to pay annual association fees and complete any continuing education requirements to continue my registered affiliation with AMANI Birth. (Failure to do so will revoke your rights to the AMANI Birth brand name and you will no longer be authorized to use any of the AMANI Birth intellectual or physical materials.)
8. I understand that my affiliation is provisional until I complete all required reading and submissions and I will be notified when my certificate process is complete.
9. Upon completion of the training workshop, I may represent myself as "AMANI Birth Childbirth Educator/Doula in Training" and I will be able to use the initials "AMANI" after my name only when my full training and certification process is complete.
10. I understand that my actions may be judged by the general public as actions of AMANI Birth. Therefore I will take care to protect the integrity of the brand name, help in its development and promotion, and maintain professionalism while representing AMANI Birth in any capacity or in any venue or forum. This includes supporting other AMANI Birth professionals and avoiding any derogatory statements about any person, whether client, medical professional, or anyone else.
11. I understand and agree that any breach in the aforementioned agreement items or the AMANI Birth Paradigm, Code of Ethics, or Standards of Practice will result in review and potential decertification without consideration or refund of any fees paid and the decertified former affiliate or trainee will lose all rights to the AMANI Birth brand name, intellectual material, or use or presentation of any prior provided certificates in any way, whether personal or professional.

My signature below indicates my understanding and agreement of the aforementioned terms. I certify I have read, understand, and agree to the AMANI Birth Paradigm, Code of Ethics, and Standards of Practice.

Printed Name

Signature

AMANI Birth Representative

We appreciate your feedback and input. Please keep in contact and help to improve and grow the AMANI Birth Brand and Family. Your active participation is the key to success. Please keep us in your *duas* (prayers) as we will keep you in ours. May our efforts be pleasing to Allah and may our work be of benefit to the *Ummah* (community) ...*AMEEN!*

Student #: _____ Date Signed: _____

Updated 8 February 2016

AMANI Birth

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Applicant Copy

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Student #: _____ Date Signed: _____

Updated 8 February 2016

AMANI Birth

Non-Discrimination Policy

Ethos Statement

AMANI Birth prides itself on an intentionally diverse collection of staff, participants, affiliates, and clients. We value diversity and strive to know one another and celebrate what each person brings to the community. We expect each of our members to:

- Accept responsibility for the well-being, equitable treatment, and success of others;
- Act ethically and with integrity in all interactions;
- Continually strive to acquire knowledge, skills, attitude, and self-awareness needed to be responsible members and leaders of our community;
- Establish relationships of trust and honesty where the integrity of each person is respected;
- Honor the worth of everyone, including their rights to self-determination, privacy and confidentiality;
- Respect the identities each person holds and strive to eliminate the effects of socialized biases;
- Treat each other with courtesy, openness, understanding and forgiveness;
- Use our recognition of power, privilege, difference, and discrimination to actively address issues of equity and inclusion;

We are committed to making this a living statement and working to create the community to which we aspire.

Discrimination-free Community

AMANI Birth, as an organization, is committed to supporting the most vulnerable of our communities, and affirms our commitment to the elimination of discrimination and discriminatory harassment, and to equal opportunity for all. We strive for the creation and maintenance of a positive atmosphere of nondiscrimination in every phase and activity and operations. Harassment and intimidation can impede an individual's ability to participate and thrive within the community. Acts of discrimination, harassment and insensitivity hurt and degrade all members of the community whether target, perpetrator, or observer. Every member is responsible for creating and maintaining a climate free of discrimination and harassment.

POLICY

Statement of Non-Discrimination

AMANI Birth is committed to providing equal opportunity and access and to complying with all applicable laws and regulations, policies, and procedures. Discrimination violates the dignity of the individual and the integrity of the organization. AMANI Birth will not tolerate discrimination or harassment by or toward staff, trainees, affiliates or their clients. This policy applies to recruitment, hiring, training, programs, and any other activities. As a matter of policy, it is prohibited to use AMANI Birth technology (computers, LMS, e-mail systems, web pages, bulletin boards, online meeting spaces, and community forums) in any manner that would result in discrimination. This policy shall apply to all protected classes, including:

Age	Disability	National Origin	Use or nonuse of lawful
Ancestry	Gender expression/identity	Parental Status	products during
Race, Color, or Ethnicity	Genetic testing	Persons who have made a	nonworking hours
Conviction Record	Honesty testing	complaint or grievance of	Also covered is any other
Cultural Background	Marital status	discrimination, or taking	non-discrimination
Declining to attend a	Military obligations	part in an investigation	category that may be
meeting or participate in	(including active or reserve	relating to discrimination,	subsequently added, even if
any communication about	military status in the United	or opposing discrimination	not included in this list, as a
religious matters or	States or any other country	Pregnancy or Recent Birth	result of court, legislative,
political matters	or location	Religion	or regulatory action

Discrimination and harassment are inconsistent with AMANI Birth's efforts to foster an environment of respect for all members of our community and are in direct violation of our commitment to empowering birthing families and members of our AMANI Birth community. Incidents of discriminatory conduct are detrimental to all individuals directly involved and diminish the AMANI Birth community as a whole. It is, therefore, the policy that such behavior will not be tolerated and will be dealt with according to the procedures outlined below. Retaliation for filing a complaint or grievance of discrimination or harassment is also a form of harassment and is therefore prohibited and will not be tolerated.

Discrimination: Discrimination is conduct that adversely affects any aspect of an individual's employment, education, or participation in an institution's activities or programs, or has the effect of denying equal opportunities or treatment to an individual on the basis of one more characteristics of that individual's protected status or category as defined above.

Harassment: To constitute prohibited harassment, the conduct must be both objectively and subjectively harassing in nature. Harassment may include but is not limited to verbal or physical attacks, threats, slurs or derogatory or offensive comments that meet the definition set forth herein. Harassment does not have to be targeted at a particular individual in order to create a harassing environment, nor must the conduct result in a tangible injury to be considered a violation of this policy. Whether the alleged conduct constitutes prohibited harassment depends on the totality of the particular circumstances, including the nature, frequency and duration of the conduct in question, the location and context in which it occurs and the status of the individuals involved. To be considered discriminatory harassment, the complainant must allege that the harassment is based on one or more of the identity categories listed above.



AMANI Birth

Complaint: A complaint is a problem or concern by one who considers they have been discriminated against or wronged because of an action, decision or omission within the control or responsibility of AMANI Birth. The CEO has responsibility for appointing a committee to conduct investigations of complaints or grievances of discrimination on behalf of AMANI Birth. Complaints shall be filed in writing by submitting a **detailed account of the incident(s), date(s)/time(s), persons involved, and resolution or remedies being sought to** [info@amanibirth.com] **within 180 days of the incident(s).** Complaints of discrimination submitted to AMANI Birth are taken seriously and will be given full evaluation. Each complaint or grievance of discrimination, discriminatory harassment, or retaliation is reviewed on a case-by-case basis. Discrimination complaint or grievance investigations will be carried out in a manner consistent with the protection of individual First Amendment rights to freedom of speech, expression, and academic freedom. Involved persons will be informed of any agencies that may also be notified of the complaint or grievance.

Non-Retaliation: Individuals making a complaint or grievance of discrimination, taking part in an investigation relating to discrimination, or opposing discrimination are protected against retaliation by anyone at AMANI Birth. Retaliation is adverse action taken against an individual in response to, motivated by or in connection with an individual's complaint or grievance of discrimination or discriminatory harassment, participation in an investigation of such complaint or grievance and/or opposition of discrimination or discriminatory harassment in the educational, workplace, or professional setting.

Resolution: Resolution considers all of the concerned parties and is usually through discussion but may include mediation in some instances.

Questions & Answers

Q. Who should I contact if I have questions about discrimination?

A. Questions or concerns regarding discrimination may be directed to the AMANI Birth CEO at [info@amanibirth.com].

Q. Who may file a complaint or grievance with AMANI Birth?

A. The following may file a complaint or grievance:

- Staff Members
- Applicants for employment or admission
- Trainees and/or Affiliates
- Program or Course Attendees
- Any other person who feels they have cause to report such complaint or grievance

Q. What information must be included in a discrimination complaint or grievance?

A. A complainant must provide AMANI BIRTH with a **written, signed, and dated statement** that includes contact information (for example, a street address, telephone number, or email address) of the person initiating the complaint or grievance. The complaint or grievance must also contain:

1. The grounds on which the reported discrimination occurred. It must be one of the bases listed above. These grounds are the only bases on which we can accept a complaint or grievance.
2. The name, title, and address of the person who reportedly discriminated, as available. AMANI Birth recognizes that all of this information may not be available to a complainant. Before a complaint or grievance can be accepted, the CEO must be able to confirm that the reported discrimination involved an AMANI Birth sponsored program or activity or was committed by a person acting in his or her capacity as a member of AMANI Birth.

Complaints or grievances must also include

1. The dates, time period, and the location of the actions or incidents believed to be discriminatory.
2. The effect that the treatment or actions have had on the complainant's work, instructional, or study environment, or the complainant's ability to take part in AMANI Birth programs or activities.
3. The name, address or phone number of persons who have information relevant to the reports, and the names of any persons who might have experienced similar treatment.
4. Any material supporting the reported discrimination.
5. A statement of an outcome or resolution the complainant believes would be an appropriate remedy for the complaint.

Individuals, who experience unlawful discrimination including harassment, are encouraged to report the matter immediately to aid in timely resolution. The complaint or grievance must be filed with the AMANI Birth CEO within 180 days of the reported act of discrimination. The 300 days is counted from the date of the most recent reported discrimination to the date the complaint or grievance is signed, dated, and submitted. This time frame will only be extended in unusual circumstances by the AMANI Birth CEO, primarily when personal/family illness or extraordinary hardship prevented an individual from filing in a timely manner or when the complainant could not reasonably be expected to know that he or she was being discriminated against within the 180 days. (Note: Individuals wishing to file with the Office for Civil Rights, U.S. Department of Education, generally need to file complaints or grievances within 180 days from the alleged act of discrimination. To ensure that they do not lose any rights, they should contact the applicable federal and state agencies.)

Adapted from:

Oregon State University. (n.d.). Equal opportunity and access. Retrieved from <http://oregonstate.edu/oei/policies>

University of Melbourne. (n.d.). Student complaints and grievances. Retrieved from <http://msl.unimelb.edu.au/feedback>

University of Wisconsin-Madison. (n.d.). Office of equity and diversity. Retrieved from <http://www.oed.wisc.edu/filing-complaint.htm>

Midwives College of Utah. (n.d.). Non-discrimination policy. Retrieved from <https://www.midwifery.edu/nondiscrimination-policy/#:~:text=MCU%20will%20not%20tolerate%20discrimination,%2C%20pregnancy%2C%20political%20affiliation%2C%20arrest>