

Accessibility for persons with disabilities — recognised or unrecognised, visible or invisible, permanent or temporary

Measures implemented to ensure accessibility, an inclusive approach and adaptation to your needs

Centred on anticipating and taking into account your specific needs, our support approach aims to offer every participant — whether they have a permanent disability or a temporary difficulty — the opportunity to benefit from their training in the best possible conditions.



- Prior to the training, our Disability Advisor contacts your head of training to identify participants with specific needs (recognised or unrecognised disability, visible or invisible, permanent or temporary) and implement appropriate accommodation solutions.



- Where specific needs are identified, our Disability Advisor and the Project Manager responsible for your training liaise with your trainer to adapt the delivery of the training: timetable adjustments, pace of the training, adaptation of training materials, teaching methods and approaches, adjustments to the working environment, adaptation to your comfort level in the language used to run the course...



- Whether your training takes place at your company's premises, in a training room provided by your company, or in a room provided by our training organisation, we ensure that the venue:
 - Complies with Public Access Building (ERP) accessibility standards.
 - Enables the physical access and reception of persons with disabilities and people with reduced mobility.
 - Provides adapted teaching materials.
 - Offers the necessary adjustments to meet your disability or temporary difficulty.



- At the start of the training, your trainer ensures your comfort in the room so that you can benefit fully from your training (volume and pace of speech, distance and orientation of the screen, situations relating to the language used or colour perception, cognitive difficulties, attention disorders, mobility constraints, temporary fatigue or personal circumstances that may affect your ability to concentrate...).



- If we are unable to meet a specific need through our own means, we draw on our network of specialist partners — in particular the Disability Training Resource (RHF), Agefiph or Cap emploi — to identify alternative solutions suited to your situation.



- Finally, if despite the precautions taken before and at the start of the training, you experience a visual, auditory or general comfort difficulty that may affect the quality of your training, or if you require specific adjustments that were not anticipated (start and end times, dietary requirements, need for more frequent breaks due to a particular situation...), please inform your trainer so that s/he can propose the adjustments that can be made.



If you are disabled and/or have specific adaptation needs, please contact our Executive Assistant and Disability Advisor.

Your participation and success are at the heart of our concerns, and we are committed to doing what is necessary to provide you with a safe, accessible training environment that responds to the diverse needs of all our learners.

Thank you
The Kamae Conseil team

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Useful links:

If needed, we can help you identify the support available related to your disability and assist you in your dealings with these organisations.

- Disability Training Resource (RHF) – Agefiph → <https://www.agefiph.fr/services/ressource-handicap-formation>
- National directory of disability stakeholders – Mon Parcours Handicap → <https://www.monparcourshandicap.gouv.fr/annuaire>
- Agefiph – Support and services → <https://www.agefiph.fr>
- Defender of Rights → <https://www.defenseurdesdroits.fr>

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Signature et cachet

