

## **Diversity, Equity and Inclusion Policy (Effective 3-16-22)**

ACLD is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. Our workforce is the most valuable asset we have. The collective sum of our individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and reflects ACLD's mission as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

ACLD diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs and the needs of ACLD.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of ACLD have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action up to and including termination.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

Our vision for ACLD is to be a diverse and culturally competent organization, capable of serving people with I/DD and their families in an increasingly diverse, multi-cultural society. With our combined efforts, we can maintain an environment at ACLD that eliminates discrimination, recognizes individual differences, and utilizes these differences, as well as what we have in common, to make ACLD an exemplary workplace.