



We help build homes and communities across rural America.

## **DIVERSITY, EQUITY, AND INCLUSION POLICY**

The Housing Assistance Council (HAC) is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our staff are our most valuable asset. The collective sum of the 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 company's achievement 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, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

HAC's DEI standards are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; 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.
- Collaboration and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.

All staff have a responsibility to always treat others with dignity and respect. All staff 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 will be subject to disciplinary action.

Staff who believe they have been subject to discrimination that conflicts with HAC's DEI standards are advised follow guidance as outlined in HAC's Employee Handbook, Section 6.9: Conflict and Grievance Resolution Policy. Further guidance is also outlined in Section 3: Diversity and Inclusion.

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