



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 assets. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our staff invest in their work represents a significant part of not only our culture, but our reputation and organization's achievement as well.

We embrace and encourage our staffs' 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 staff 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 staff.
- Collaboration and staff participation, permitting the representation of all groups and staff perspectives.
- Work/life balance through flexible work schedules to accommodate varying needs of staff.

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 HAC-sponsored and participative events. Any staff found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action.

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