

## **Grand Rapids Civic Theatre Diversity, Equity & Inclusion Statement**

Grand Rapids Civic Theatre is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion (DEI).

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that Civic Theatre's volunteers and employees invest in their activity and work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage 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 all our volunteers and employees unique.

The Organization DEI initiatives are applicable—but not limited—to our practices and policies on recruitment and selection for all roles volunteer and employment; 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.
- Teamwork and participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All volunteers and employees of the Grand Rapids Civic Theatre have a responsibility to treat others with dignity and respect at all times. All volunteers and employees are expected to exhibit conduct that reflects inclusion during theatre projects and functions on or off the work site, and at all other company-sponsored and participative events.

Any volunteer or employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Volunteers and 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 their immediate supervisor or a comparable representative of the organization.

### **Non-Discrimination**

#### **Non-Discrimination Policy**

It is the policy of the Organization not to discriminate against any person because of race, religion, color, sex, age, military status or application, national origin, disability, genetic information, sexual orientation, gender identity/expression, transgender status, height, weight, marital status, or any other basis protected by state, federal or otherwise applicable law.

The Organization policy of nondiscrimination covers all aspects of the employment relationship, including recruitment, selection, placement, training, compensation, promotion, discipline transfer, layoff, recall, termination, wages and fringe benefits.