



106 W. Calendar Avenue, Suite 177

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www.visionfortomorrow.org

Diversity, Equity and Inclusion (DEI) Policy

Vision for Tomorrow (VFT) is dedicated to encouraging a diverse, equitable, and inclusive organizational culture. Our aim is to ensure that VFT employees and volunteers are given equal opportunity and that our organization is representative of all sections of society.

This policy reinforces our commitment to provide equity and fairness to all in our activities and not provide less favorable facilities or treatment on the grounds of age, responsibilities, disability, family situation, gender expression, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including ethnic origin, color, nationality and national origin, religion or belief, sex, sexual orientation, socio-economic background, the effects of menopause or trade union activity.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When selecting volunteers or candidates for

employment or service to the organization, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees and volunteers will be given help and encouragement to develop their full potential and use their unique talents.

Commitments:

- To create an environment in which individual differences and the contributions of all team members are recognized and valued
- To create a working environment that promotes dignity and respect for every employee and volunteer
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy
- To make training, development, and progression opportunities available to all staff
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures
- To encourage employees and volunteers to treat everyone with dignity and respect
- To regularly review all our employment and volunteer practices and procedures so that fairness is maintained at all times