



Leichtag
Foundation

Diversity, Equity, and Inclusion

Effective April 2021

Diversity, Equity, and Inclusion

Leichtag Foundation is committed to fostering a diverse workforce, and maintaining a workplace that is equitable, inclusive, and safe for all employees. From recruiting practices, to pay and benefits, promotions, and all other aspects of employment, an environment of equity is of utmost importance to the Foundation.

Leichtag Foundation not only recognize that its employees, comprise a wide range of backgrounds and characteristics, but believes those differences should be celebrated and valued. Whether it's race, religion, gender, national origin, ancestry, color, language, age, marital status, sexual orientation, gender identity, gender expression, physical or mental disability, medical condition, genetic information/characteristics, veteran status, political affiliation, or any other characteristic, these are parts of our employees that contribute to their experiences as humans, and ultimately to the knowledge and expertise that make them valuable assets to the Foundation.

Leichtag Foundation is committed and determined that there be access, opportunity, and advancement for all individuals. The Foundation will always strive for ways in which it can cultivate an inclusive work environment, strengthen its cultural competency, and train its managers and employees to provide opportunities for growth and development equitably.

It is the Foundations intention that all of its employees regardless of any particular background or characteristic, are always treated with respect and dignity. Likewise, it is expected that its employees will treat others with the same dignity and respect at all times.

Disrespectful, inappropriate behavior or conduct toward others will not be tolerated and may subject an employee to disciplinary action, up to and including termination.

If an employee feels that they have been mistreated, harassed, or discriminated or retaliated against in violation of the Company's *Harassment, Discrimination and Retaliation Prevention* policy, they are to contact a supervisor or Human Resources.
