

## **ACCP Diversity, Inclusion & Equity Policy Statement**

### **Policy**

As a leading social responsibility membership organization, supporting diversity, inclusion, and equity is a priority for ACCP.

Our community of members, staff, and other key stakeholders comprise ACCP's most valuable assets. The differences, life and work experiences, knowledge, self-expression, unique capabilities, and talent of our members, employees, vendors, and customers strengthen ACCP and contribute to fulfillment of our mission.

At ACCP, we foster and uphold a culture of dialogue and respect for all ideas. We take deliberate actions to ensure there are no barriers to full participation and equal opportunity for all and without bias on the basis of gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital or family status, socioeconomic status, language, accent, physical ability, mental health, educational level or background, geography, nationality, work style, thinking style, personality type, physical appearance, and/or any other characteristic that can be identified as recognizing or illustrating diversity.

We expect, without exception, that all who work for, volunteer with or participate with ACCP treat one another with dignity and respect at all times in our workplace, at our functions, sponsored activities and/or in all ACCP-related interactions.

Any ACCP leader, employee, member, board member, vendor or customer who exhibits inappropriate conduct or behavior with respect to this policy may be subject to action as outlined in ACCP's Bylaws and Employee Handbook.

Employees, members or participants with ACCP who believe they have been subjected to any kind of discrimination that conflicts with our Diversity, Inclusion and Equity Policy should contact the ACCP CEO or Human Resources Officer or refer to ACCP's [Whistleblower Policy](#).