

Diversity, Equity and Inclusion Policy (Approved by TAIT Board of Trustees, November 12, 2020)

At TAIT, we strive to foster a diverse, inclusive, and equitable workplace where all employees feel valued and respected. We embrace and encourage our employees' differences, because that's what makes our team great. The collective sum of the individual differences and life experiences represents a significant part of not only our culture, but our reputation and organization's achievement as well. We believe that employees perform their best when they work in an environment where they feel safe and respected.

TAIT's commitment to diversity and inclusion is incorporated into all aspects of the organization, including our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers and the ongoing development of an inclusive work environment. We believe these commitments are best displayed when the following foundational guidelines are utilized and implemented:

- Respectful communication and intentional listening between all employees.
- Teamwork and employee participation to encourage representation of all groups and employee perspectives.
- Employer and employee engagement in the communities we serve to promote a greater understanding and respect for diversity.

All employees of TAIT have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other organization-sponsored and participative events. All employees are also required to complete diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against another employee, contract worker, volunteer, tenant, or customer contrary to this policy may be subject to corrective action up to and including termination of employment.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the organization's diversity, equity, and inclusion policy should seek immediate assistance from a supervisor or an HR representative.