

Equality and Diversity Policy

Televerde Foundation, Inc. is dedicated to fostering a supportive and inclusive culture across all facets of our organization. We believe in promoting diversity, equity, inclusion, and eliminating discrimination not just within our workforce but also in our relationships with participants, vendors, partners, and stakeholders.

Our goal is to ensure that all employees, program participants, and job applicants are given equal opportunities and that our organization is reflective of and representative of all sections of society. Each individual we work with will be respected, valued, and empowered to reach their fullest potential.

This policy reinforces our commitment to providing equality and fairness to all in our employment decisions, participant engagement, and partnership selections. No individual shall be treated in a disparate manner based on age, 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, or socio-economic background.

All employees—whether part-time, full-time, or temporary—and all program participants, vendors, partners, and affiliates will be treated with fairness and respect. Televerde Foundation makes selections for employment, program participation, promotion, training, or any other benefit based on aptitude, ability, and alignment with our mission and values.

All individuals engaged with Televerde Foundation are encouraged to develop their full potential and utilize their unique talents. By doing so, we maximize the efficiency of our workforce, the success of our participants, and the impact of our collaborative efforts.

Commitments of Televerde Foundation

1. To create an environment in which individual differences and the contributions of all team members, participants, vendors, partners, and stakeholders are recognized and valued.
2. To maintain a working environment that promotes dignity and respect for every employee, participant, vendor, partner, and affiliate.
3. To not tolerate any form of intimidation, bullying, or harassment, and to discipline those who breach this policy.
4. To make training, development, and progression opportunities available to all employees and participants, and to encourage growth for our partners and vendors.
5. To actively promote equity in the workplace and in all of our relationships.
6. To encourage anyone who feels they have been subject to discrimination to raise their concerns with the Human Resources Department so that we can apply corrective measures swiftly and effectively.
7. To encourage all employees, participants, vendors, and partners to treat everyone with dignity and respect.
8. To regularly review all our employment practices, partnership agreements, and participant policies to ensure fairness is maintained throughout all our activities and relationships.
9. To ensure all employees, participants, vendors, partners, stakeholders, and affiliates are aware of and comply with this policy to promote fairness and equity within our organization

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and beyond. This policy will be communicated to funding agencies, stakeholders, customers, and job applicants, as well as program participants and vendors.