



IMPACT. SCIENCE. SOLUTIONS.

## **NCASI'S Statement of Commitment to Diversity, Equity, and Inclusion**

NCASI is committed to fostering, cultivating, and preserving a culture of Diversity, Equity, and Inclusion.

The people of NCASI are our most valuable asset. The collective sum of individual differences, life experiences, knowledge, innovation, self-expression, unique skills, and talents that our staff invests in their work creates our reputation, defines our culture, and drives the quality of our work on behalf of our Members. We believe a diverse group of problem-solvers is better positioned to find innovative solutions to complex challenges, based in science, for our industry.

We embrace our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

NCASI's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; and the ongoing development of a work environment built on the commitment to diversity and equity that encourages and enforces:

- Respectful communication and cooperation among all staff members;
- Teamwork and employee participation, permitting the representation of all groups and staff perspectives; and
- Work/life balance through flexible work schedules to accommodate staff members' varying needs.

All NCASI staff are accountable for treating others with dignity and respect. All staff are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any staff member found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action including potential discharge.

Any staff member who believes they have been subjected to any kind of discrimination that conflicts with NCASI's diversity policy and initiatives should seek assistance from a supervisor or contact Human Resources.