

2024

# Declaration of Workplace Safety and Equality

## Foster Inclusive Workplaces

### Lead with Public Support

We will ensure our company's leadership publicly expresses unwavering support for the LGBTQ+ and other historically marginalized communities. We will welcome and support employee resource or affinity groups that offer employees a safe discussion space and build allyship among co-workers.

### Reduce Gender Segregation

We will examine practices and policies to encourage professionalism while eliminating unnecessary barriers based on binary gender stereotypes.

### Update Workplace Language

We will strive to communicate with gender-neutral language and use practices that respect and acknowledge the diverse gender identities, sexual orientations, and family structures of our employees.

### Provide Ongoing Education

We will train our employees, particularly those making decisions that impact others, on the issues that are most influential in building and maintaining a safe and equal workplace.

## Build Accountability

### Support Anti-discrimination Policies

We will ensure our policies protect all the traits identified for employment by the DC Office of Human Rights; and we will ensure our policies, and procedures for enforcement, are accessible to every employee.

### Measure Progress

We will commit to tracking our progress towards LGBTQ+ safety while recognizing the importance of employee confidentiality. We will use data, with employee approval, to identify and guide workplace improvements.

### Offer Inclusive Benefits

We will extend the benefits we offer to employees equitably to meet employee needs regardless of sexual orientation, gender identity, or family structure.

### Offer Supportive Environments

We will be accountable for employee safety and ensure employees are treated respectfully by co-workers and management when undergoing gender-affirming procedures. In this way, we recognize that each of our employees is an individual with value.

## Ensure Ongoing Commitment

### Seek Community Engagement

Because our commitment to LGBTQ+ safety extends beyond the workplace, we will actively seek opportunities for meaningful community engagement to ensure our efforts make workplaces safe and inclusive for *all* employees.

### Respect Intersecting Diversity

We will view inclusion as intersectional, recognizing that diversity crosses many spectrums like race and ethnicity, gender identities, sexuality, national origin, religion, language, disability, and other traits. By embracing the intersecting diversity of our employees, we are recognizing that the individual experiences of each employee can strengthen and enrich our organization.