



Diversity and Inclusion Policy

THE DOLLAR DETECTIVES

DIVERSITY AND INCLUSION POLICY

Purpose:

The purpose of this policy is to outline The Dollar Detectives' commitment to promoting diversity and inclusion within the workplace. The organization recognizes that a diverse and inclusive workplace is essential to achieving its mission and goals, and is committed to creating and maintaining a work environment that values and respects the unique backgrounds, experiences, and perspectives of all individuals.

Scope:

This policy applies to all employees, volunteers, contractors, and other individuals affiliated with The Dollar Detectives.

Policy:

Diversity:

The Dollar Detectives is committed to promoting diversity in all aspects of its operations, including in its workforce, board of directors, and the communities it serves. Diversity refers to the differences that exist among individuals, including, but not limited to, differences in race, ethnicity, national origin, religion, gender, sexual orientation, age, ability, socio-economic status, and cultural background. The organization believes that diversity is a strength and that it enriches the work environment and helps to create more innovative and effective solutions to the challenges faced by the organization and its stakeholders.

Inclusion:

Inclusion refers to the active creation of an environment that is welcoming and respectful of all individuals and that promotes their full participation and engagement. The Dollar Detectives is committed to creating an inclusive work environment that is free from discrimination and harassment, and that respects the dignity and worth of all individuals. The organization recognizes that inclusion is essential for creating a positive and productive work environment and for attracting and retaining a diverse workforce.

Responsibilities:

The Dollar Detectives is responsible for promoting diversity and inclusion within the workplace, and all employees, volunteers, contractors, and other individuals affiliated with the organization are expected to support this effort. Specific responsibilities include:

- **Promoting an inclusive work environment:** All individuals affiliated with The Dollar Detectives are expected to create and maintain an inclusive work environment that is welcoming and respectful of all individuals, regardless of their background or characteristics. This includes treating all individuals with respect,

professionalism, and fairness, and promoting an open and inclusive culture that encourages the expression of diverse viewpoints and ideas.

- **Responding to discrimination and harassment:** The Dollar Detectives is committed to creating a workplace that is free from discrimination and harassment. Any form of discrimination or harassment based on an individual's race, ethnicity, national origin, religion, gender, sexual orientation, age, ability, socio-economic status, or cultural background is strictly prohibited. All individuals affiliated with the organization are expected to report any incidents of discrimination or harassment to their supervisor or HR, and The Dollar Detectives will take prompt and appropriate action to address such incidents.
- **Providing equal opportunities:** The Dollar Detectives is committed to providing equal opportunities to all individuals affiliated with the organization, regardless of their background or characteristics. This includes providing equal access to employment, training, and advancement opportunities, as well as ensuring that the organization's policies and practices do not discriminate against any individual or group.
- **Promoting diversity and inclusion in the workplace:** The Dollar Detectives will take proactive steps to promote diversity and inclusion in the workplace, such as providing diversity training, establishing diversity and inclusion committees, and participating in relevant events and initiatives.
- **Reviewing and updating the policy:** The Dollar Detectives will review and update this policy regularly to ensure that it reflects the organization's commitment to diversity and inclusion and that it is in compliance with relevant laws and regulations.