

Goodwill of the Olympics & Rainier Region: Policy Manual

Human Resources Policy 7.40 – Anti-racism, Equity, Diversity, and Inclusion

Policy Purpose:

Goodwill of the Olympics & Rainier Region is committed to becoming an anti-racist organization and advancing diversity, equity, and inclusion for all. This commitment is foundational to our ability to realize our vision alongside community partners and deliver our mission to all we serve.

- *Our Vision: Every person has the opportunity to learn, work, and thrive in all aspects of life.*
- *Our Mission: To achieve our Vision, we are committed to dismantling racism and advancing equity, diversity, and inclusion so that we can help people reach their fullest potential through education, job placement, and career pathway services made possible by community donations, purchases, and partnerships.*

This commitment is also fully aligned with our CARES Values to **Champion Diversity, Act with Integrity & Gratitude, Respect Everyone, Educate & Serve with Compassion, and Strive for Excellence.**

Policy Provisions:

Goodwill of the Olympics and Rainier and its employees will advance policies and practices that condemn and combat racism, celebrate diversity, and advance inclusion for all.

As these policies are defined and communicated, employees will be responsible for upholding the policies and putting them into practice.

At no time will we tolerate racist or any other discriminatory behavior or language in any form.

Employees who violate this policy, and all policies that are borne from it, will be subject to disciplinary action, up to and including termination of employment at the sole discretion of management.

Violations of this policy must be reported to the employee's manager, human resources, or the CEO. An employee who wishes to be anonymous can file a complaint through the CARES Line: 1-844-8064833. Violations that involve the CEO may be reported to the Chair of the GORR Board of Directors.

Authority:

The CEO and his/her designee has the authority and responsibility to carry out this policy.

Approval:

CEO June 8, 2020

Edited and Approved: April 26, 2021

Endorsed by the Goodwill Board of Directors: May 26, 2021