

# Child Rescue Coalition

## Diversity, Equality and Inclusivity Policy

**We help rescue children, of all races and ethnicities, from sexual abuse.**

Child Rescue Coalition is a diverse, inclusive and equitable workplace where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected.

We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

As an organization Child Rescue Coalition strives to:

- See diversity, inclusion and equality as connected to our mission and critical to ensure the well-being of our staff and the worldwide communities we serve.
- Acknowledge and dismantle any inequities in our policies, systems, programs and services.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Support thinking about how systemic inequities could impact our organization's work and how best to address that in a way that is consistent with our mission.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand to more diverse leadership within our board.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interaction and in everyday practices.
- Promote a zero-tolerance approach to workplace bullying.