

115 Diversity Policy

Section	Initiated	Last Update	Last Review	Related Procedure/Form	Page
Organization	November 2022	July 2024	September 2025	See Appendix	1 of 1

Purpose:

ProAct is committed to creating and maintaining a diverse and inclusive workforce that reflects the people and communities we serve. Diversity embodies all the differences - life and work experiences, perspectives, race, sex (including pregnancy), color, creed, religion, age, national origin, sexual orientation, gender expression, gender identity, disability, marital status, familial status, status with regard to public assistance, or membership or activity in a local human rights commission, socioeconomic class and values and other aspects of life - that make us unique individuals. Inclusion entails building an environment where employee differences are valued, and employees can maximize their capacity to achieve success.

Scope:

All employees and Board of Directors

Policy:

ProAct will provide an inclusive environment that encourages all employees to contribute their perspectives and capabilities, and fully engages its workforce in achieving results for its stakeholders. Inclusion of everyone builds trust to draw out each person's best performance.

Respect for the individual is fundamental to building a high-performance team. All employees share the responsibility for creating a workplace that values and respects diversity and inclusion - enhanced by openness, sharing, trust, teamwork, and involvement.

ProAct does not discriminate against participants or employees on the grounds of race, color, creed, religion, national origin, sex (including pregnancy), sexual orientation, gender identity, gender expression, disability, age, marital status, familial status, membership or activity in a local human rights commission, or status with regard to public assistance.

Individuals will not be excluded from employment or participation in any program operated by ProAct, or be denied the benefits of any such program, or be subjected to discrimination under any program, service, or activity under the provisions of all federal, state, and local laws against discrimination.

Any person who feels they have been discriminated against in violation of this policy should inform the Corporate Compliance Officer. All complaints will be reviewed and given a written response within thirty days. If this review and resolution is unsatisfactory, the complaint may be appealed to the President/CEO.

ProAct will maintain a Cultural Competency Plan that will be reviewed/revised annually.