

Commitment to Diversity and Inclusion

At A Town Center, Inc. we are committed to fostering, cultivating, and preserving a culture of diversity and inclusion. Our artists, staff, and volunteers are the most valuable asset we have and we understand that individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our artists, staff, and volunteers invest in their work represents a significant part of not only our culture, but our reputation and organization's achievement.

We embrace and encourage our artists, staff, and volunteers' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make us all unique.

A Town Center, Inc.'s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all artists, staff, and volunteers.
- Teamwork and artists, staff, and volunteers participation, permitting the representation of all groups and all perspectives.
- Work/life balance through flexible work schedules to accommodate varying needs.
- Artists, staff, and volunteers contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All staff, artists, and volunteers of A Town Center, Inc. have a responsibility to treat others with dignity and respect at all times. All staff, artists, and volunteers are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other organization-sponsored and participative events. Any staff, artist, or volunteer found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Anyone who believes they have been subjected to any kind of discrimination that conflicts with the organization's diversity policy and initiatives should seek assistance from a the Board of Directors.



www.atowncenter.org