



## DIVERSITY POLICY

### Board Policy Alignment

**Priority Result II.D.v.** states that, *“Activities meeting the needs of a diverse population, and accessible at times and locations in a geographically balanced manner,”* and

**Governing Policy 2.2 Treatment of Staff** states that, *“With respect to the treatment of paid and volunteer staff, the Executive Director may not cause or allow conditions which are unsafe, unfair, or undignified,”* and

**Governing Policy 2.2.2 Treatment of Staff** states that, *“Accordingly, he or she shall not operate without written personnel policies, which provide for staff safety, clarify personnel rules for staff, provide for effective handling of grievances, and protect against wrongful conditions, including but not limited to nepotism”,* and

**Organizational Performance: Internal Operations - Training and Empowerment** states that, *“The District fosters, cultivates, and preserves a culture of diversity and inclusion among full-time and seasonal staff, interns, and volunteers.”*

Rockford Park District is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and the organization’s achievement as well.

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

Rockford Park District’s diversity initiatives apply to all aspects of the employment relationship including, 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 diversity that encourages and enforces:

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



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All employees of Rockford Park District have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other agency-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others that is in conflict with this policy may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the Rockford Park District's diversity policy and initiatives should seek assistance from a supervisor or a Human Resources Representative.