

Coalitions and Collaboratives, Inc.
Statement and Policy regarding Diversity, Equity, Inclusion, and Justice

Adopted by the Board of Directors November 2, 2021

The Board of Directors of Coalitions and Collaboratives, Inc. has adopted the attached non-discrimination policy. The Board recognizes that a commitment to diversity, equity and inclusion extends beyond this policy, and must be reflected in our commitment to foster an environment that embraces our differences and gives all an opportunity to thrive.

The Board further adopts this statement and policy:

Diversity: *We appreciate and leverage our differences, and we involve and reflect the communities we serve.*

Equity: *We align our policies, practices, and resources so that people of all races, cultures, and socioeconomic statuses have genuine opportunities to thrive.*

Inclusion: *We create an environment in which everyone feels valued and respected.*

Justice: *We practice justice in our work and actions and feel that all people are entitled to equal protection of their environment and that all people should be empowered to create better environmental outcomes for their communities.*

Statement Regarding COCO Workplaces and Staff:

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 company'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, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

COCO also understands that statements and policies must be translated into action. Diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; 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 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.

All employees of COCO 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 company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's non-discrimination policy or diversity statement should seek assistance from a supervisor or Board of Directors representative.

Statement Regarding External Relationships and Partners

COCO understands that in order to foster collaborative conservation initiatives, we must commit to inclusive practices within our community, stakeholders, and affiliates. Groups of people working together, diverse partners and communities, have the best opportunity to address complex problems. All people must have access to a healthy and sustainable environment, to fulfil basic needs. Committing to the values of Diversity, Equity, Inclusion, and Justice is critical to achieve our vision of "People Working Together – For People and the Planet."

We commit to engaging our community, stakeholders, and affiliates as a diverse, equitable, inclusive, and just community. COCO seeks to not only acknowledge differences, but to mindfully support them by respectfully embracing all people and points of view. Further, we strive to identify and dismantle structural inequalities in order to provide a robust mixture of stakeholders who can drive positive change, mitigate challenges, and build resiliency for society.

Non-discrimination Policy

COCO has a policy and procedure of non-discrimination with regard to race, color, religion or religious practices, national origin, physical or mental disability, military status, age, gender, family status (including pregnancy), sexual orientation or gender variance. This policy is applicable to COCO's paid and volunteer staff; applicable to membership in COCO's governing board and affiliated boards; and applicable to all persons served by COCO.

Incidents or circumstances of discrimination, harassment, or sexual harassment will not be condoned, nor tolerated; violation of this policy is grounds for disciplinary action as outlined in section 3, Disciplinary Action, of this document. Definitions for this section include:

Discrimination

Discrimination with respect to any condition of employment, or against any applicant for employment, may be a violation of Title VII of the Civil Rights Act of 1964, as amended the Americans With Disabilities Act of 1990, the Civil Rights Act of 1991, and/or State statues.

Discrimination concerns the unfair or unequal treatment of a person or group (either intentional or unintentional) based on race, color, age, national origin, religion, sex, sexual preference, or disability.

Harassment

Harassment is conduct that involves a pervasive atmosphere of severe or unwelcome working conditions that have the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile, or offensive work environment.

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct directed at an individual because of that individual's gender or gender expression constitute sexual harassment when:

- Submission to such conduct is either explicitly or implicitly a term of an individual's employment, or
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.