

## NORTHWEST INDIANA PUBLIC BROADCASTING DIVERSITY POLICY

Northwest Indiana Public Broadcasting, Inc. ("NIPB"), is committed to fostering, cultivating and preserving diversity and inclusion throughout the organization. NIPB's human capital is a valuable asset of the organization. The individual life experiences, knowledge, differences, inventiveness, innovation, self-expression, unique capabilities and talents of NIPB's personnel represent a significant part of the organization's culture, as well as its reputation and achievements.

NIPB embraces and encourages diversity in its organization, including differences in the race, color, religion, sex, national origin, and age of its personnel. NIPB will not discriminate against individuals based upon those characteristics, and also will not discriminate based upon an individual's disability, veteran status, or other categories protected by state or federal law.

NIPB's diversity initiatives apply to its practices and policies concerning recruitment and hiring; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a diverse and inclusive workplace which encourages and enforces:

Respectful verbal and non-verbal communication and cooperation between all personnel.

Teamwork and employee participation which encourages 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 NIPB serves to promote an understanding and respect for diversity.

NIPB's personnel must treat fellow workers and others with dignity and respect at all times. NIPB's personnel must exhibit conduct which reflects inclusion during work, at work functions on or off the work site, and during other NIPB-sponsored events. NIPB's managers and supervisors must complete annual diversity training to enhance their knowledge to fulfill this responsibility.

NIPB personnel who exhibit inappropriate conduct or behavior against others in violation of the language or intent of this diversity policy may be subject to disciplinary action.

NIPB personnel who have been subjected to any kind of conduct or behavior which violates the language or intent of this diversity policy are encouraged to seek assistance from a manager or supervisor.

