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Policy

Diversity

Approved 17 June 2019

Policy – Diversity

1RPH is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Our human capital is the most valuable asset that we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our members, volunteers and employees invest in their work represents a significant part of not only our culture, but our reputation and organisation's achievement as well.

We embrace and encourage all differences in age, culture, 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 members, volunteers and employees unique.

1RPH diversity initiatives are applicable – but not limited – to our practices and policies, current and future, on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; content and programs; and the ongoing development of work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all parties involved with 1RPH
- 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 diversity.

All members, volunteers and employees of 1RPH have a responsibility to treat others with dignity and respect at all times. All members, volunteers and employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other 1RPH sponsored and participative events.

All members, volunteers or employees are duty bound to adhere to the 1RPH Diversity policy, and at all times demonstrate our culture of diversity and inclusion.