

## **Resolve Conservation**

### **Equity, Diversity, Inclusion and Justice**

Resolve Conservation is committed to equity, diversity, inclusion and justice within our internal structure and in all of the work and effort we put forth with our clients and customers.

#### **This policy exists to outline our organizational commitment to:**

- Provide equity, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- Not discriminate based on characteristics of age, disability, gender, civil partnership, family structure, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- Oppose all forms of discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

#### **Resolve Conservation commits to:**

- Create a working environment free of bullying, harassment, victimisation and discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- This commitment includes training managers and all other employees about their rights and responsibilities under the equity, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and discrimination.
- All staff agree to be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

#### **As founding partners, we pledge to:**

- Take seriously complaints of bullying, harassment, victimisation and discrimination by fellow employees, contractors, partners, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
  - Deal with such acts as misconduct and take appropriate action. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
  - Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition,

harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully express.
- Decisions concerning staff being based on merit.
- Review employment practices and procedures when necessary to ensure equity and justice, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equity, diversity and inclusion, and in meeting the aims and commitments set out in the equity, diversity and inclusion policy.

**This equity, diversity, inclusion and justice policy and pledge is fully supported by both founding partners.**



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Maria Baron Palamar



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