

CECAM Diversity and Inclusion Policy

1. Introduction

At CECAM, we are committed to creating an environment that reflects the diversity of the communities we serve and where everyone feels valued, respected, and included. We believe diversity and inclusion are essential to our success and integral to our culture and values.

This policy outlines our commitment to creating a culture that values and respects our community's unique backgrounds, perspectives, and abilities. CECAM aspires to be an inclusive organization where diversity is celebrated, and all individuals are empowered to contribute their unique talents and perspectives.

2. Statement of Commitment

We are committed to:

- Embracing and celebrating diversity in all its forms, including but not limited to race, ethnicity, gender, age, sexual orientation, disability (mental, physical, or psychological), religion, political conviction, and background.
- Fostering Inclusion: We aim to create an environment where every employee, visitor, participant, and organizer feels valued, respected, and included and where their voices are heard.
- Eliminating Discrimination: We will not tolerate discrimination or harassment.
- Enabling accessibility: We are committed to providing reasonable accommodations and facilities to ensure equal access and opportunities for everyone with disabilities. We are also committed to adapting our event management process (e.g. acceptance of participants) to enable adequate planning for everyone with disabilities.
- We are committed to supporting individuals from underrepresented groups to participate in CECAM's programs and activities, leveraging our resources to ensure full access and inclusion.

3. Responsibilities

- Lead by example: CECAM is responsible for setting the tone, modeling inclusive behaviors, and holding ourselves accountable for diversity and inclusion. The entire CECAM staff will aim to foster an inclusive environment with all stakeholders and address any issues promptly.
- Monitor and report: Complaints will be investigated promptly, and appropriate action will be taken. We will also assess our progress in achieving diversity and inclusion goals.
- Compliance: We will comply with all applicable laws and regulations related to diversity and inclusion. Moreover, we have in place a "Code of Conduct" that is shared with all interlocutors.

At CECAM, diversity and inclusion are fundamental values that shape our culture and drive our success. We are profoundly convinced that we can achieve greater results by embracing the richness of human differences.

